

- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation.

6.1.2 Prohibited conduct

Prohibited conduct covers the different acts of discrimination under the Act, unless one of the exceptions applies. These are:

- direct discrimination
- discrimination arising from disability
- gender reassignment discrimination
- pregnancy and maternity discrimination
- indirect discrimination
- failure to comply with a duty to make reasonable adjustments

There are two other types of prohibited conduct:

- harassment
- victimisation.

6.2 The protected characteristics

Section numbers throughout this chapter refer to EA 2010.

6.2.1 Age (section 5)

This protected characteristic is defined as belonging to a particular 'age group' is defined to cover people either of the same age or of ages within that group. Thus, examples of age groups, as set out in the *Notes*, would include over-fifties (range of ages) and people of the same age.³



CASE STUDY 6.1

*Games v University of Kent*⁴

The University of Kent advertised for a number of new lectureship posts and stipulated an essential

requirement that the successful candidate would have a PhD. Mr Games was a

'adverse effect'

definition, the impairment of a person's ability to perform a particular function, as defined in paragraph 2, which is likely to last at least 12 months, or is a terminal illness. The impairment must be more than minor or trivial' (see paragraph 2).