As an LGBT person, did you know that these are your rights as part of the Equality Act 2010?

**Direct Discrimination:**
An employer cannot refuse a job, training or promotion based on your sexual orientation or if you are associated with an LGBT person.

**Indirect Discrimination:**
It is unlawful for an employer to follow a policy that places LGBT person at a disadvantage.

**Harassment:**
You do not have to put up with jokes, banter, insults or threats. This is harassment and is unlawful.

**Victimisation:**
Being treated differently after a grievance or other complaint is likely to be victimisation and employers have a duty of care to look after you.

If you are suffering from any of these issues you should contact your union rep for help and further guidance.

www.cwu.org