

<b>Direct Discrimination</b>	Someone is treated less favourably than another person because of a protected characteristic.	<b>Indirect Discrimination</b>	Occurs when you have a rule or policy that applies to everyone but disadvantages a particular protected characteristic.
<b>Discrimination by Perception</b>	Discrimination against someone because others think they possess a particular protected characteristic.	<b>Discrimination by Association</b>	Discrimination against someone because they associate with another person who possesses a protected characteristic.
<b>Harassment</b>	Employees can complain of behaviour they find offensive even if it is not directed at them.	<b>Victimisation</b>	Someone is treated badly because they have made or supported a complaint or grievance under the Equality Act.