
STATUTORY RULES OF NORTHERN IRELAND

2006 No. 439

**The Equality Act (Sexual Orientation)
Regulations (Northern Ireland) 2006**

Liability of employers and principals

23.—(1) Anything done by a person in the course of his employment shall be treated for the purposes of these Regulations as done by his employer as well as by him, whether or not it was done with the employer's knowledge or approval.

(2) Anything done by a person as agent for another person with the authority of that other person shall be treated for the purposes of these Regulations as done by that other person as well as by him.

(3) Paragraph (2) applies whether the authority was —

- (a) express or implied; or
- (b) given before or after the act in question was done.

(4) Paragraphs (1) and (2) do not apply in relation to offences under these Regulations.

(5) In proceedings brought under these Regulations against any person in respect of an act alleged to have been done by an employee of his it shall be a defence of that person to prove that he took such steps as were reasonably practicable to prevent the employee from —

- (a) doing that act; or
- (b) doing, in the course of his employment, acts of that description.