



Sex Discrimination Act 1975 (repealed)

1975 CHAPTER 65

PART II

[^{F1}EMPLOYMENT FIELD^{F1}]

Discrimination by employers^{F1}

[^{F1}7A “Corresponding exception relating to gender reassignment.”

- (1) In their application to discrimination falling within section 2A, subsections (1) and (2) of section 6 do not make unlawful an employer’s treatment of another person if—
 - (a) in relation to the employment in question—
 - (i) being a man is a genuine occupational qualification for the job, or
 - (ii) being a woman is a genuine occupational qualification for the job, and
 - (b) the employer can show that the treatment is reasonable in view of the circumstances described in the relevant paragraph of section 7(2) and any other relevant circumstances.
- (2) In subsection (1) the reference to the employment in question is a reference—
 - (a) in relation to any paragraph of section 6(1), to the employment mentioned in that paragraph;
 - (b) in relation to section 6(2)—
 - (i) in its application to opportunities for promotion or transfer to any employment or for training for any employment, to that employment;
 - (ii) otherwise, to the employment in which the person discriminated against is employed or from which that person is dismissed.
- (3) In determining for the purposes of subsection (1) whether being a man or being a woman is a genuine occupational qualification for a job, section 7(4) applies in relation to dismissal from employment as it applies in relation to the filling of a vacancy.

[Subsection (1) does not apply in relation to discrimination against a person whose ^{F2}(4) gender has become the acquired gender under the Gender Recognition Act 2004.]

Status: Point in time view as at 04/04/2005. This version of this provision has been superseded.

Changes to legislation: There are currently no known outstanding effects for the Sex Discrimination Act 1975 (repealed), Section 7A. (See end of Document for details)

Textual Amendments

- F1** Ss. 7A, 7B inserted (1.5.1999) by S.I. 1999/1102, **reg. 4(1)**
- F2** S. 7A(4) inserted (4.4.2005) by Gender Recognition Act 2004 (c. 7), ss. 14, 26, **Sch. 6 para. 2**; S.I. 2005/54, **art. 2**

Status:

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Changes to legislation:

There are currently no known outstanding effects for the Sex Discrimination Act 1975 (repealed), Section 7A.