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STATUTORY INSTRUMENTS

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**2003 No. 1660**

**EMPLOYMENT AND TRAINING**

**RELIGION OR BELIEF DISCRIMINATION**

**The Employment Equality (Religion  
or Belief) Regulations 2003**

*Made - - - - 26th June 2003*

*Coming into force 2nd December 2003*

**ARRANGEMENT OF REGULATIONS**

PART I

GENERAL

1. Citation, commencement and extent
2. Interpretation
3. Discrimination on grounds of religion or belief
4. Discrimination by way of victimisation
5. Harassment on grounds of religion or belief

PART II

DISCRIMINATION IN EMPLOYMENT AND VOCATIONAL TRAINING

6. Applicants and employees
7. Exception for genuine occupational requirement
8. Contract workers
9. Meaning of employment and contract work at establishment in Great Britain
10. Office-holders etc
11. Police
12. Barristers
13. Advocates
14. Partnerships
15. Trade organisations
16. Qualifications bodies
17. Providers of vocational training
18. Employment agencies, careers guidance etc
19. Assisting persons to obtain employment etc
20. Institutions of further and higher education

21. Relationships which have come to an end

PART III

OTHER UNLAWFUL ACTS

22. Liability of employers and principals  
23. Aiding unlawful acts

PART IV

GENERAL EXCEPTIONS FROM PARTS II AND III

24. Exception for national security  
25. Exceptions for positive action  
26. Protection of Sikhs from discrimination in connection with requirements as to wearing of safety helmets

PART V

ENFORCEMENT

27. Restriction of proceedings for breach of Regulations  
28. Jurisdiction of employment tribunals  
29. Burden of proof: employment tribunals  
30. Remedies on complaints in employment tribunals  
31. Jurisdiction of county and sheriff courts  
32. Burden of proof: county and sheriff courts  
33. Help for persons in obtaining information etc  
34. Period within which proceedings to be brought

PART VI

SUPPLEMENTAL

35. Validity of contracts, collective agreements and rules of undertakings  
36. Application to the Crown etc  
37. Application to House of Commons staff  
38. Application to House of Lords staff  
39. Savings of, and amendments to, legislation

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SCHEDULES:

- Schedule 1 — Norwegian part of the Frigg Gas Field  
Schedule 2 — Questionnaire of person aggrieved  
Schedule 3 — Reply by respondent  
Schedule 4 — Validity of contracts, collective agreements and rules of undertakings  
Schedule 5 — Amendments to legislation