
STATUTORY INSTRUMENTS

2003 No. 1661

**EMPLOYMENT AND TRAINING
SEXUAL ORIENTATION DISCRIMINATION**

**The Employment Equality (Sexual
Orientation) Regulations 2003**

Made - - - - 26th June 2003

Coming into force 1st December 2003

ARRANGEMENT OF REGULATIONS

PART I

GENERAL

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

PART II

DISCRIMINATION IN EMPLOYMENT AND VOCATIONAL TRAINING

6. Applicants and employees
7. Exception for genuine occupational requirement etc
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. Exception for benefits dependent on marital status
26. Exceptions for positive action

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. Amendments to legislation

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