
EXPLANATORY NOTE

(This note is not part of the Order.)

This Order provides for the coming into operation on 11th July 1996 of provisions in the Disability Discrimination Act 1995 (“the Act”) authorising the making of Regulations.

(In its application to Northern Ireland the Act has effect subject to the modifications contained in Schedule 8 thereof.)

This Order also provides for the coming into operation on 11th July 1996 of sections 53 and 54, which relate to Codes of Practice issued by the Department of Economic Development, and of section 56 of the Act, which relates to help for persons suffering discrimination.

It further provides for the coming into operation on 2nd December 1996 of provisions of the Act relating to employment, including discrimination against applicants and employees; meaning of “discrimination” for this purpose; duty of employer to make adjustments; exemption for small businesses; enforcement, remedies and procedure; validity of certain agreements; charities and support for particular groups of persons; advertisements suggesting that employers will discriminate against disabled persons; discrimination against contract workers; discrimination by trade organisations; meaning of “discrimination” in relation to trade organisations; alterations to premises occupied under leases; occupational pension schemes; and insurance services.

It further provides for the coming into operation on 2nd December 1996 of provisions of the Act relating to goods, facilities and services, including discrimination in relation to goods, facilities and services; meaning of discrimination for this purpose; discrimination in relation to premises; exemption for small dwellings; meaning of “discrimination” for these purposes; enforcement, remedies and procedure; and validity and revision of certain agreements.

It further provides for the coming into operation on 2nd December 1996 of supplemental and miscellaneous provisions of the Act including victimisation; aiding unlawful acts; liability of employers and principals; appointment by Department of Economic Development of advisers; amendment of Disabled Persons (Employment) Act (Northern Ireland) 1945; application to Crown etc.; Government appointments outside Part II; interpretation; short title, commencement, extent etc.; consequential amendments and repeals.