



Sex Discrimination Act 1975

1975 CHAPTER 65

PART I

DISCRIMINATION TO WHICH ACT APPLIES

1 Sex discrimination against women

- (1) A person discriminates against a woman in any circumstances relevant for the purposes of any provision of this Act if—
 - (a) on the ground of her sex he treats her less favourably than he treats or would treat a man, or
 - (b) he applies to her a requirement or condition which he applies or would apply equally to a man but—
 - (i) which is such that the proportion of women who can comply with it is considerably smaller than the proportion of men who can comply with it, and
 - (ii) which he cannot show to be justifiable irrespective of the sex of the person to whom it is applied, and
 - (iii) which is to her detriment because she cannot comply with it.
- (2) If a person treats or would treat a man differently according to the man's marital status, his treatment of a woman is for the purposes of subsection (1)(a) to be compared to his treatment of a man having the like marital status.