



Disability Discrimination Act 1995

1995 CHAPTER 50

PART II

EMPLOYMENT

[^{F1}Practical work experience

VALID FROM 03/07/2003

[^{F1}14D Practical work experience: duty to make adjustments

- (1) Where—
- (a) a provision, criterion or practice applied by or on behalf of a placement provider, or
 - (b) any physical feature of premises occupied by the placement provider,
- places the disabled person concerned at a substantial disadvantage in comparison with persons who are not disabled, it is the duty of the placement provider to take such steps as it is reasonable, in all the circumstances of the case, for him to have to take in order to prevent the provision, criterion or practice, or feature, having that effect.
- (2) In this section, “the disabled person concerned” means—
- (a) in the case of a provision, criterion or practice for determining to whom a work placement should be offered, any disabled person who is, or has notified the placement provider that he may be, an applicant for that work placement;
 - (b) in any other case, a disabled person who is—
 - (i) an applicant for the work placement concerned, or
 - (ii) undertaking a work placement with the placement provider.

Status: Point in time view as at 16/07/2001. This version of this provision is not valid for this point in time.

Changes to legislation: There are currently no known outstanding effects for the Disability Discrimination Act 1995, Section 14D. (See end of Document for details)

- (3) Nothing in this section imposes any duty on a placement provider in relation to the disabled person concerned if he does not know, and could not reasonably be expected to know—
- (a) in the case of an applicant or potential applicant, that the disabled person concerned is, or may be, an applicant for the work placement; or
 - (b) in any case, that that person has a disability and is likely to be affected in the way mentioned in subsection (1).]

Extent Information

- E1** This section extends to England and Wales and Scotland only; a separate s. 14D exists for Northern Ireland only from 21.2.2004.

Textual Amendments

- F1** [Ss. 13-14D](#) and cross-headings substituted for ss. 13-15 (E.W.S.) (3.7.2003 for certain purposes and 1.10.2004 otherwise) by [The Disability Discrimination Act 1995 \(Amendment\) Regulations 2003 \(S.I. 2003/1673\)](#), regs. 1(2)(3), **13**

Status:

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Changes to legislation:

There are currently no known outstanding effects for the Disability Discrimination Act 1995, Section 14D.