



Disability Discrimination Act 1995

1995 CHAPTER 50

PART II

[^{F1}THE EMPLOYMENT FIELD][^{F2} AND DISTRICT
COUNCILS][^{F3} AND MEMBERS OF LOCALLY-ELECTABLE AUTHORITIES]

^{F4}[^{F5}Other unlawful acts]

[^{F5}16A Relationships which have come to an end **E+W+S**

^{F6}.....]

Extent Information

E1 This section extended to England, Wales and Scotland only; a separate s. 16A exists for Northern Ireland only.

Textual Amendments

- F5** Ss. 16A-16C and cross-heading inserted (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), **15(1)**
- F6** Act repealed (E.W.S.) (1.10.2010 (except for the repeal of ss. 49A-49D) and 5.4.2011 in so far as not already in force) by [Equality Act 2010 \(c. 15\)](#), 216(3), Sch. 27 Pt. 1 (as substituted (1.10.2010) by [S.I. 2010/2279](#), **Sch. 2**) (with ss. 6(4), 205, and with amendments and savings in the said [S.I. 2010/2279](#), **art. 16**); [S.I. 2010/2317](#), **art. 2(15)(f)** (with arts. 4-25, Schs. 1-16); [S.I. 2011/1066](#), **art. 2(h)**

[^{F4}16A Relationships which have come to an end **N.I.**

- (1) This section applies where –
- there has been a relevant relationship between a disabled person and another person (“the relevant person”), and
 - the relationship has come to an end.

Status: There are multiple versions of this provision on screen. These apply to different geographical extents. **Skip to:** E+W+S - England, Wales and Scotland extent N.I. - Northern Ireland extent

Changes to legislation: There are currently no known outstanding effects for the Disability Discrimination Act 1995, Section 16A. (See end of Document for details)

- (2) In this section a “relevant relationship” is –
- (a) a relationship during the course of which an act of discrimination against, or harassment of, one party to the relationship by the other party to it is unlawful under any preceding provision of this Part [F7, other than sections 15B and 15C]; or
 - (b) a relationship between a person providing employment services F8 . . . and a person receiving such services.
- (3) It is unlawful for the relevant person –
- (a) to discriminate against the disabled person by subjecting him to a detriment, or
 - (b) to subject the disabled person to harassment,
- where the discrimination or harassment arises out of and is closely connected to the relevant relationship.
- (4) This subsection applies where –
- (a) a provision, criterion or practice applied by the relevant person to the disabled person in relation to any matter arising out of the relevant relationship, or
 - (b) a physical feature of premises which are occupied by the relevant person,
- places the disabled person at a substantial disadvantage in comparison with persons who are not disabled, but are in the same position as the disabled person in relation to the relevant person.
- (5) Where subsection (4) applies, it is the duty of the relevant person 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, practice or criterion, or feature, having that effect.
- (6) Nothing in subsection (5) imposes any duty on the relevant person if he does not know, and could not reasonably be expected to know, that the disabled person has a disability and is likely to be affected in the way mentioned in that subsection.
- (7) In subsection (2), reference to an act of discrimination or harassment which is unlawful includes, in the case of a relationship which has come to an end before the commencement of this section, reference to such an act which would, after the commencement of this section, be unlawful.]

Extent Information

E2 This section extends to Northern Ireland only; a separate s. 16A for England, Wales and Scotland only repealed (1.10.2010).

Textual Amendments

F7 Words in s. 16(2)(a) inserted (N.I) (31.12.2007) by The Disability Discrimination (Northern Ireland) Order (S.I. 2006/312 (N.I. 1)), arts. 1, 19(1), {Sch. 1 para. 7(a)}; S.R. 2007/466, art. 2(2)(l)

F8 Words in s. 16(2)(b) repealed (N.I) (31.12.2007) by The Disability Discrimination (Northern Ireland) Order (S.I. 2006/312 (N.I. 1)), arts. 1, 19, Sch. 1 para. 7(b), {Sch. 2}; S.R. 2007/466, art. 2(2)(n)

Status:

There are multiple versions of this provision on screen. These apply to different geographical extents.

Skip to:

- E+W+S - England, Wales and Scotland extent
- N.I. - Northern Ireland extent

Changes to legislation:

There are currently no known outstanding effects for the Disability Discrimination Act 1995, Section 16A.