



## 2. Phasing of the Discrimination legislation

### Introduction

The Discrimination Legislation proposals was unanimously approved July 2020.

An amendment was laid to change the phasing of the legislation from 3 to 2 phases which was approved by the States.

### When:

The legislation for the first phase of the discrimination legislation project is being written. It will not be in place until 2022 and will only require any changes to buildings in 2027, at the earliest.

The future phases of the development of the ordinance are shown in the table following.

**2022**



**In force:**

- Disability
- Race
- Carer status
- Sexual orientation
- Religious belief

**2023**



**Policy letter:**

- Age
- Replacement of Sex Discrimination Ordinance
- Equal pay for work of equal value\*
- Intersectional discrimination

**2024**



**In force:**

- Grounds from 2023 policy letter, except equal pay for work of equal value\*

**2027**



**In force:**

- Physical features
- Equal pay for work of equal value
- Action plans

**2029**



- Post implementation review

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Education complaints will be put in as soon as possible and by 2026 at the latest.

(Action plans are for the public sector only.)

\*The Government Work Plan (GWP) recommends this project is delayed until next term

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**For more information on Discrimination Legislation and FAQ's**

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