



Equality Act 2010

2010 CHAPTER 15

PART 5

WORK

CHAPTER 1

EMPLOYMENT, ETC.

Employees

40 Employees and applicants: harassment

- (1) An employer (A) must not, in relation to employment by A, harass a person (B)—
- (a) who is an employee of A's;
 - (b) who has applied to A for employment.

^{F1}(2)

^{F1}(3)

^{F1}(4)

Textual Amendments

- F1** S. 40(2)-(4) omitted (1.10.2013) by virtue of [Enterprise and Regulatory Reform Act 2013 \(c. 24\)](#), ss. [65](#), [103\(3\)](#); S.I. 2013/2227, art. 2(c) (with art. 4)

Changes to legislation:

Equality Act 2010, Section 40 is up to date with all changes known to be in force on or before 18 April 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

[View outstanding changes](#)

Changes and effects yet to be applied to the whole Act associated Parts and Chapters:

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 40A inserted by [2023 c. 51 s. 1](#)
- s. 120(9) inserted by [2023 c. 51 s. 2\(b\)](#)
- s. 124A inserted by [2023 c. 51 s. 3](#)