



Disability Discrimination Act 1995

1995 CHAPTER 50

PART II

[^{F1}THE EMPLOYMENT FIELD]

[^{F1}Supplementary and general]

[^{F1}18D Interpretation of Part 2

- (1) Subject to any duty to make reasonable adjustments, nothing in this Part is to be taken to require a person to treat a disabled person more favourably than he treats or would treat others.
- (2) In this Part—
 - “benefits” [^{F2}, except in sections 4G to 4K,] includes facilities and services;
 - “detriment”, except in section 16C(2)(b), does not include conduct of the nature referred to in section 3B (harassment);
 - “discriminate”, “discrimination” and other related expressions are to be construed in accordance with section 3A;
 - “duty to make reasonable adjustments” means a duty imposed by or under section 4A, 4B(5) or (6), 4E, [^{F3}4H,] 6B, 7B, 7D, 14, 14B, 14D or 16A(5);
 - “employer” includes a person who has no employees but is seeking to employ another person;
 - “harassment” is to be construed in accordance with section 3B;
 - “physical feature”, in relation to any premises, includes any of the following (whether permanent or temporary)—
 - (a) any feature arising from the design or construction of a building on the premises,
 - (b) any feature on the premises of any approach to, exit from or access to such a building,

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Changes to legislation: There are currently no known outstanding effects for the Disability Discrimination Act 1995, Section 18D. (See end of Document for details)

- (c) any fixtures, fittings, furnishings, furniture, equipment or material in or on the premises,
 - (d) any other physical element or quality of any land comprised in the premises;
- “provision, criterion or practice” includes any arrangements.]

Extent Information

- E1** This version of this provision extends to England and Wales and Scotland only; a separate version exists for Northern Ireland only from 21.2.2004

Textual Amendments

- F1** [S. 18D](#) 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), **18**
- F2** Words in [s. 18D\(2\)](#) inserted (E.W.S) (1.12.2003 for specified purposes, otherwise 1.10.2004) by The Disability Discrimination Act 1995 (Pensions) Regulations (S.I 2003/2770), regs 1(2)(3), {4(2)(a)}
- F3** Words in [s. 18D\(2\)](#) inserted (E.W.S) (1.12.2003 for specified purposes, otherwise 1.10.2004) by The Disability Discrimination Act 1995 (Pensions) Regulations (S.I 2003/2770), regs 1(2)(3), {4(2)(b)}

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