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STATUTORY INSTRUMENTS

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**2003 No. 1661**

**EMPLOYMENT AND TRAINING  
SEXUAL ORIENTATION DISCRIMINATION**

**The Employment Equality (Sexual  
Orientation) Regulations 2003**

*Made - - - - 26th June 2003*

*Coming into force 1st December 2003*

**THE EMPLOYMENT EQUALITY (SEXUAL  
ORIENTATION) REGULATIONS 2003**

PART I

GENERAL

1. Citation, commencement and extent
2. Interpretation
3. Discrimination on grounds of sexual orientation
4. Discrimination by way of victimisation
5. Harassment on grounds of sexual orientation

PART II

DISCRIMINATION IN EMPLOYMENT AND VOCATIONAL TRAINING

6. Applicants and employees
7. Exception for genuine occupational requirement etc
8. Contract workers
9. Meaning of employment and contract work at establishment in Great Britain
10. Office-holders etc
11. Police
12. Barristers
13. Advocates
14. Partnerships
15. Trade organisations
16. Qualifications bodies
17. Providers of vocational training

*Status: This is the original version (as it was originally made).*

18. Employment agencies, careers guidance etc
19. Assisting persons to obtain employment etc
20. Institutions of further and higher education
21. Relationships which have come to an end

### PART III

#### OTHER UNLAWFUL ACTS

22. Liability of employers and principals
23. Aiding unlawful acts

### PART IV

#### GENERAL EXCEPTIONS FROM PARTS II AND III

24. Exception for national security
25. Exception for benefits dependent on marital status
26. Exceptions for positive action

### PART V

#### ENFORCEMENT

27. Restriction of proceedings for breach of Regulations
28. Jurisdiction of employment tribunals
29. Burden of proof: employment tribunals
30. Remedies on complaints in employment tribunals
31. Jurisdiction of county and sheriff courts
32. Burden of proof: county and sheriff courts
33. Help for persons in obtaining information etc
34. Period within which proceedings to be brought

### PART VI

#### SUPPLEMENTAL

35. Validity of contracts, collective agreements and rules of undertakings
  36. Application to the Crown etc
  37. Application to House of Commons staff
  38. Application to House of Lords staff
  39. Amendments to legislation
- Signature

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### SCHEDULES

#### SCHEDULE 1 — Norwegian part of the Frigg Gas Field

1. The part of the Norwegian sector of the Continental Shelf...
2. In this Schedule, the “Dividing Line” means the dividing line...

#### SCHEDULE 2 —

#### SCHEDULE 3 —

#### SCHEDULE 4 — Validity of contracts, collective agreements and rules of undertakings

##### Part 1 — *Validity and revision of contracts*

1. (1) A term of a contract is void where—
2. (1) Paragraph 1(3) does not apply— (a) to a contract...
3. (1) On the application of a person interested in a...  
Part 2 — *Collective agreements and rules of undertakings*
4. (1) This Part of this Schedule applies to—
5. A person to whom this paragraph applies may present a...
6. In the case of a complaint about—
7. In the case of a complaint about a rule made...
8. (1) When an employment tribunal finds that a complaint presented...
9. The avoidance by virtue of paragraph 4(2) of any term...
10. In this Schedule “collective agreement” means any agreement relating to...

#### SCHEDULE 5 — Amendments to legislation

1. The Employment Tribunals Act 1996 is amended as follows—
2. Section 126 (compensation for acts which are both unfair dismissal...
3. Sub-paragraph (b) of the definition of “an award under the...
4. In the Employment Act 2002 at the end of each...

#### Explanatory Note