



**HABINTEG**  
Disability Equality Centre

## **Disability Discrimination Act 1995 (DDA): Rights and responsibilities.**

### **Did you know?**

- There are over 9 million disabled people in the UK.
- Eighteen per cent of the working age population are disabled.
- These figures are increasing.
- Seven out of ten disabled people in employment acquire their disability during their working lives.
- Fewer than five per cent of disabled people are wheelchair users.

Under the Disability Discrimination Act 1995 (DDA) employees, job applicants and customers who are disabled, or who have had a disability, have the right not to be discriminated against because of their disability.

### **Housing Associations' responsibilities**

- To ensure fair and proper treatment of disabled applicants, employees and tenants.
- Not to discriminate against disabled people.
- To make all services and products which are available to the public accessible to disabled tenants as is reasonably possible, which includes the need to make reasonable adjustments to services, products and premises ('services') to ensure that disabled tenants are not unfairly prevented from accessing them.
- To make reasonable adjustments to aspects of employment, when the need arises for disabled people.
- To treat as an offence the harassment or victimisation of anybody who supports their own or another's rights under the DDA.

### **Individual responsibilities**

Staff should inform their line manager or HR department if they think they have a disability which may benefit from reasonable adjustments.

- To co-operate to ensure the implementation of any reasonable adjustments when the need arises.



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- Not to harass or victimise anybody who supports their own or another's rights under the DDA.
- Harassment, victimisation or discrimination of anybody on the grounds of his/her disability will not be tolerated and any breach of the above duties may result in action under the conduct procedure.

**If you require this information in an alternative format, please contact Habinteg at [hdec@habinteg.org.uk](mailto:hdec@habinteg.org.uk).**



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