

# EMPLOYMENT & SICKLE CELL ANAEMIA

28TH APRIL 2018 | LINDA CHIC

## TALKING ABOUT SICKLE CELL AT WORK



### DISCRIMINATION IS PROHIBITED.

The Equality Act 2010 defines discrimination as when a person treats another person less favourably because of a protected characteristic:

- age;
- **disability**;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation

### IF THE EMPLOYER KNOWS ABOUT IT: ADVANTAGES

- You are protected by the **Equality Act 2010**.
- The employer may be more supportive when symptoms flare up and make reasonable adjustments.
- You might be role-model for others with sickle cell or other disabilities.

### DISADVANTAGES

- The employer might treat you differently.
- You might not get the job (after your probation period.)
- You might get overlooked for promotions.
- The employer might use your sickle cell as an excuse to ignore other ongoing problems in the workplace.



## **DISABILITY IS DEFINED AS:**

A physical or mental impairment, that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities.



## **DISCRIMINATION ARISING FROM DISABILITY IS WHEN:**

Someone (A) discriminates against a disabled person (B); A treats B unfavourably because of something arising in consequence of B's disability, and A cannot show that the treatment is a proportionate means of achieving a legitimate aim.

## **THE SICKLE CELL SOCIETY HELPLINE SERVICES**

Offers a telephone and email service to all individuals affected by Sickle Cell Anaemia.

The helpline is open 10am to 5pm Monday-Friday.

This helpline service provides:

- Emotional and practical support
- Advocacy
- Informal and accessible information
- Signposting to external services

