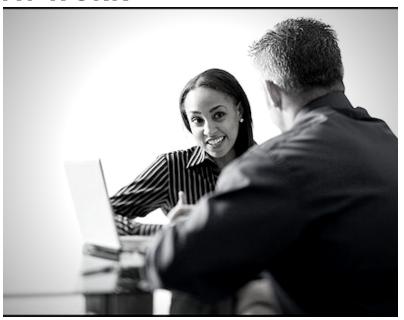
EMPLOYMENT & SICKLE CELL ANAEMIA

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:

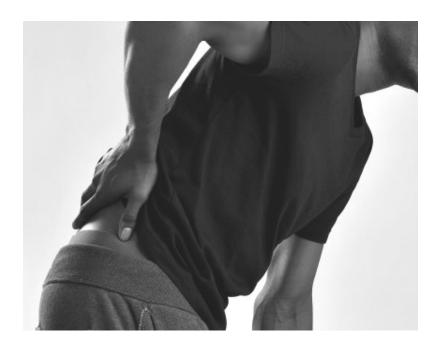
- · age;
- · disability;
- gender reassignment;
- · marriage and civil partnership;
- · pregnancy and maternity;
- · race:
- · religion or belief;
- · sex:
- · sexual orientation

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 informationSignposting to
- external services



