

## Legislation - Know Your Rights

Since 1999 there have been a number of changes to the law which offer protection and rights to LGBT people. The following are primary legislation:

- **Sex Discrimination (Gender Reassignment) Regulations 1999** – amends UK law to outlaw discrimination against trans people in certain circumstances. <http://www.pfc.org.uk/node/294>
- **Employment Regulations (Sexual Orientation) 2003** – this protects people in the workplace from direct/indirect discrimination and from harassment and victimisation based on their actual and/or perceived sexual orientation. <http://www.acas.org.uk/CHttpHandler.ashx?id=105&p=0>
- **Gender Recognition Act 2004** - legislation giving legal recognition to trans people and protecting their rights. <http://www.pfc.org.uk/node/294>
- **Civil Partnership Act 2004** – this enables same sex partners to create a legally binding partnership and bestows all the rights and responsibility of marriage upon such partnerships. [http://www.opsi.gov.uk/acts/acts2004/en/ukpgaen\\_20040033\\_en.pdf](http://www.opsi.gov.uk/acts/acts2004/en/ukpgaen_20040033_en.pdf)
- **The Equality Act 2006 (Goods & Services)** – this prevents the discrimination of people based on their actual and/or perceived sexual orientation in the provision of goods, facilities, services, education, management and disposal of premises and the exercise of public functions (i.e., the office of Constable). It also safeguards trans people's access to the same. [http://www.opsi.gov.uk/si/si2007/em/uksiem\\_20071263\\_en.pdf](http://www.opsi.gov.uk/si/si2007/em/uksiem_20071263_en.pdf)
- **Criminal Justice and Immigration Act 2008** – this legislation introduces a new criminal offence of incitement to hatred on the grounds of sexual orientation. <http://www.justice.gov.uk/publications/criminal-justice-bill.htm>