

Indirect Discrimination - Premises – Letter

Your address

Date

Organisation's Name
Organisation's Address

Dear (*Insert the name of the person you are writing to*)

Subject: Say what your letter is about

Please accept this letter as a formal complaint of direct discrimination.

(Describe what has happened and the impact it has had on you. Identify the policy/practice which is causing the disadvantage. Explain why people sharing your protected characteristic are at a disadvantage. Explain why you are at a particular disadvantage. Give the facts of the case, being specific and clear).

The Equality Act 2017 ('the Act') places a duty on the (*controller of the premises/landlord*) to ensure they do not place individuals at a particular disadvantage because of their (*state your protected characteristic i.e. race, sex, sexual orientation etc.*)

Indirect discrimination is defined in the Act as a provision, criterion or practice which is discriminatory in relation to my (*state your protected characteristic*). A provision, criterion or practice is discriminatory if:

- the provision, criterion or practice in question applies neutrally to all individuals;
- other individuals who share my protected characteristic of (*state your protected characteristic*) are placed at a particular disadvantage compared to individuals who do not share my protected characteristic;
- the provision, criterion or practice places me at a personal disadvantage; and
- it cannot be objectively justified.

I believe that this provision, criterion or practice cannot be objectively justified by showing it to be a proportionate means of achieving a legitimate aim, and is therefore indirectly discriminatory towards me.

I have tried to resolve the matter informally but I have not received a satisfactory outcome. I am making a formal complaint and I would like an explanation as to why this policy is in place and if you can accommodate my situation to remove the disadvantage I am in.

Please provide your response within 28 days from receipt of this letter.

Yours *sincerely/faithfully*

Your name

