



**Safeguarding
is everybody's
business**



Discriminatory Abuse Factsheet

The Basics.

- Discrimination is abuse that focuses on a difference or perceived difference
- This may involve any of the protected characteristics of the Equality Act, that is, race, gender and gender identity, age, disability, sexual orientation or religion.
- Examples of discriminatory abuse might involve harassment, slurs, or similar treatment based on the difference or perceived difference.
- Crimes committed against someone because of their disability, gender-identity, race, religion, beliefs or sexual orientation are hate crimes and should be reported

Signs and Symptoms

Discrimination may take on a number of forms. Here are some examples:

- **Direct Discrimination.** Treating someone with a protected characteristic less favourably than others.
- **Indirect Discrimination.** Putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.
- **Harassment.** Unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates a hostile environment for them.
- **Victimisation.** Treating someone unfairly because they've complained about discrimination or harassment.

Discrimination can happen at work, on the streets, or even in an environment that's supposed to be "safe", such as a school or a care home.

Reporting Concerns

If you think someone is in immediate danger call the Police on **999** or for non-emergencies call **101**. Or if you're worried about a situation or someone you know who might be a victim of Discriminatory Abuse in the East Riding of Yorkshire please call:

East Riding of Yorkshire Safeguarding Adults Team on **01482 396940** (Mon-Thurs 9am – 5pm, Fri 9 am-4.30pm) or **(01377) 241273** (out of hours) or email safeguardingadultsteam@eastriding.gov.uk

To report a hate crime in the East Riding of Yorkshire contact equalities@eastriding.gov.uk

Legislation

In UK law, it's illegal to discriminate against anyone based on the protected characteristics (as mentioned above) within the Equalities Act 2010.

When something is classed as a hate crime, the judge can impose a tougher sentence on the offender under the Criminal Justice Act 2003.

For further details about the work of the East Riding Safeguarding Adults Board visit www.ersab.org.