

forbessolicitors.

## HR Forum - Employment Update

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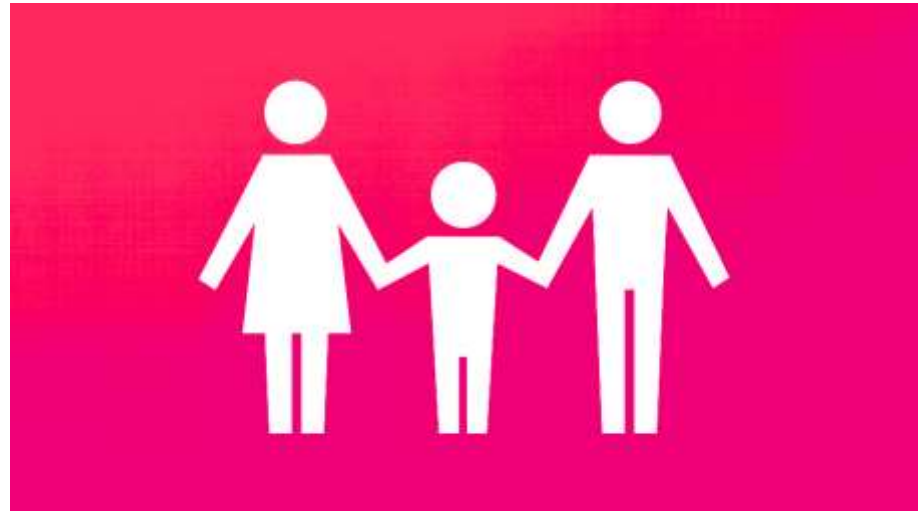
# Reasonable Adjustments

- A Ltd v Z



## Shared Parental Leave and Sex Discrimination

- Ali v Capita Customer Management Ltd and Chief Constable of Leicestershire v Hextall



# Harassment

- Raj v Capita Business Services



ELIZABETH II

## Equality Act 2010

2010 CHAPTER 15

An Act to make provision to require Ministers of the Crown and others when making strategic decisions about the exercise of their functions to have regard to the desirability of reducing socio-economic inequalities; to amend, consolidate, harmonise equality law and restate the greater part of the law relating to discrimination and harassment related to sex, race, religion or belief; to require certain employers to pay the same to persons of different sexes in comparable jobs; to provide for the abolition of the Commission for Equality and Human Rights; and for connected purposes.

## Upcoming Legislation changes in 2020

- IR35

