

PETER SYMONDS COLLEGE



### **Associative Discrimination**

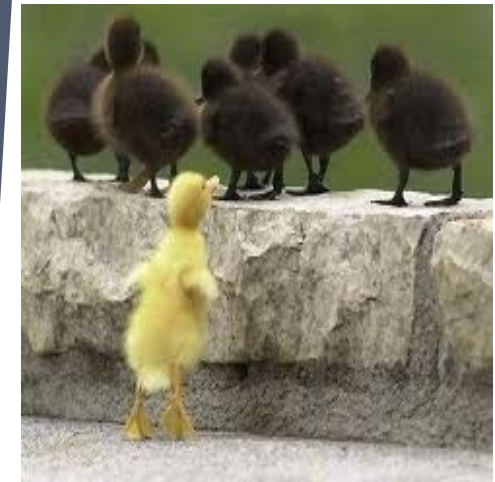
This is when you are treated less favourably because of your connection with a person with a protected characteristic.

### **Protected Characteristics**

Under the 2012 Equality Act, the protected characteristics include:

- \* Disability
- \* Age
- \* Sexual orientation
- \* Gender Reassignment
- \* Pregnancy and maternity
- \* Race
- \* Religion and belief
- \* Gender

## ***Associative Discrimination***



Are your personal or family circumstances affecting your learning at college?

**Are you in a situation where your family commitments are affecting your college work?**

For example:

- ◆ You may have a younger brother or sister; parent or relative for whom you are the main carer
- ◆ You may be a young mother or father
- ◆ You may you have a brother, sister or parent who has a disability



**Please  
Tell Us**

**We can take  
steps to help**

**All information will  
be treated in the  
strictest confidence**

**CONFIDENTIAL**

**Support and help is  
available in College.**

You have a right not to be disadvantaged just because of your personal situation.

Speak to:

- ◆ Your tutor/ Lead Tutor
- ◆ A teacher who you trust
- ◆ Your learning support advisor

These are some of the arrangements that have been made in the past to support students:

- ◆ Reasonable adjustments to timetables
- ◆ Extensions to homework and course work deadlines
- ◆ Additional exam arrangements
- ◆ Flexible study arrangements