

STATES OF DELIBERATION
of the
ISLAND OF GUERNSEY

15th July, 2020

Proposition No. P. 2020/41

COMMITTEE *FOR* EMPLOYMENT & SOCIAL SECURITY
PROPOSALS FOR A NEW DISCRIMINATION ORDINANCE
AMENDMENT

Proposed by: Deputy R H Tooley
Seconded by: Deputy J S Merrett

To insert the following wording at the end of Proposition 3:

“save that protection on the ground of sexual orientation, which is currently envisaged for inclusion in Phase 3 (Table 8.6.1), shall instead be included in Phase 2.”

RULE 4.3 INFORMATION

There are no material financial implications arising from this amendment.

EXPLANATORY NOTE

Once Phase 2 is completed, **sexual orientation** will be the only ground which has no protection at all in Guernsey’s non-discrimination laws. The remaining grounds in Phase 3 are already covered by the Sex Discrimination Ordinance, which is limited, but provides at least some protection and makes it clear that Guernsey considers it unacceptable to discriminate on those grounds.

If this amendment is approved, gender and sexual orientation will be included in Phase 2. This means that, by the end of Phase 2, all protected grounds will have at least some protection in law.