

## You also have the right:

- to join RMT and be represented by your union
- to complain about discrimination
- to confidentiality



## Denied your rights?

Contact RMT. Together we can assert the rights you have and win better rights.

RMT supports the **social model of disability**. We understand that society disables people by creating barriers to people with impairments or differences.

# Know Your Rights

[www.rmtlondoncalling.org.uk/  
disability](http://www.rmtlondoncalling.org.uk/disability)

# Disabled? You have the right to:

## not be discriminated against

- directly: being treated worse because you are disabled
- indirectly: by policies that are harder for disabled people to meet
- arising from something you do because you are disabled



## reasonable adjustments

- workplace changes to help overcome disadvantage
- includes equipment, staff support, or changes to your hours or duties
- your employer pays; government funding is available

## not be harassed:

- freedom from unwanted conduct that humiliates, distresses or offends you