



**Do you have a physical or mental health condition or impairment?**

**Has it lasted, or is it likely to last, 12 months or more?**

**Does it make it harder for you to do ordinary day to day tasks?**

**You could be a disabled worker with the right to protection under the Equality Act 2010**

**For example, you could be entitled to:**

- **More flexible working, later starts or more breaks**
- **Computer software such as speech to text**
- **Adaptable equipment such as chairs, desks and keyboards**
- **Time off for medical appointments**
- **Help from Access to Work**
- **Disability leave**
- **Redeployment to a new role**
- **Changes to sickness absence “triggers”**

**You also have the right not to be discriminated against, harassed or victimised.**

## What the law says

The Equality Act 2010 protects disabled people from discrimination, harassment and victimisation. It also gives disabled workers the right to **'reasonable adjustments'**. These are changes to your workplace that break down the barriers disabled people can face. Changes can include lifts, accessible toilets, computer equipment and software, changes to working hours, performance management and sickness absence policies and many other areas.

The Equality Act defines a disabled person as someone with a mental or physical impairment or health condition which has lasted, or is likely to last, 12 months or more and which has a substantial, or more than trivial, impact on their normal day to day activities. This includes cancer, HIV/AIDS and MS from the date of diagnosis and can also cover fluctuating conditions.

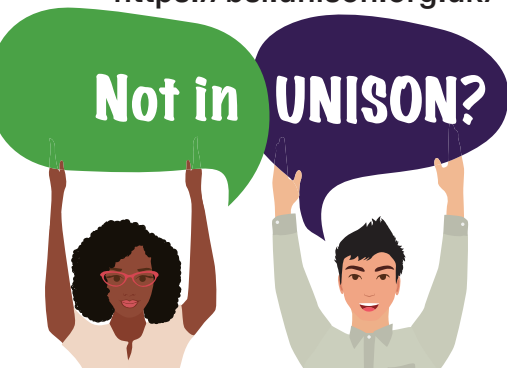
## How to get what you're entitled to

Your employer will need to know you are a disabled person to ensure you get the rights you are entitled to. UNISON can help you speak to your employer about this – contact your local UNISON rep for help.

## Getting involved in your union

We send regular emails to our disabled members with news, updates and ways to get involved. Make sure your union knows you are disabled by logging into [unison.org.uk/my-unison/](https://unison.org.uk/my-unison/) and to tell us you are a disabled worker. We also hold meetings and conferences for disabled members so make sure you don't miss out.

For Deaf native British Sign Language users please visit:  
<https://bsl.unison.org.uk/>



Join today at [joinunison.org](https://joinunison.org)  
or call **0800 171 2193**  
or ask a UNISON rep for an application form.