



DISCRIMINATION BILL 2020

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National Parliament of the Commonwealth of Essexia.

Laid before Parliament: XIII.IV.MMXX

Rt Honorable Lord Matthew, Minister without Portfolio, makes the following regulations and reforms in the exercise of the powers conferred by decree of the Constitution Section II Article II Sub-Section III.

1. **Sexual orientation** means a person's sexual orientation towards—
 - a. persons of the same sex,
 - b. persons of the opposite sex,
 - c. or persons of either sex,
 - d. persons of no sex
 - e. inanimate objects of no sex
2. In relation to the protected characteristic of sexual orientation
 - a. a reference to a person who has a particular protected characteristic is a reference to a person who is of a particular sexual orientation;
 - b. a reference to persons who share a protected characteristic is a reference to persons who are of the same sexual orientation.
3. Such people shall be referred to in this document LGBTQ+
4. **Direct discrimination**
 - a. A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others.
 - b. If the protected characteristic is age, A does not discriminate against B if A can show A's treatment of B to be a proportionate means of achieving a legitimate aim.



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- c. If the protected characteristic is disability, and B is not a disabled person, A does not discriminate against B only because A treats or would treat disabled persons more favourably than A treats B.
 - d. If the protected characteristic is race, less favourable treatment includes segregating B from others.
 - e. If the protected characteristic is sex—
 - i. less favourable treatment of a woman includes less favourable treatment of her because she is breast-feeding;
 - ii. in a case where B is a man, no account is to be taken of special treatment afforded to a woman in connection with pregnancy or childbirth.

5. Discrimination arising from sexuality

- a. A person (A) discriminates against an LGBTQ+ person (B) if—
 - i. A treats B unfavourably as a result of their sexuality
 - ii. A refuses to recognise the sexuality of B,
 - 1. Acknowledged sexualities are;
 - a. Allosexual
 - b. Allosexism
 - c. Androsexual
 - d. Asexual
 - e. Aromantic
 - f. Autosexual
 - g. Autoromatic
 - h. Bicurious
 - i. Bisexual
 - j. Biromantic
 - k. Closeted
 - l. Coming out
 - m. Cupiosexual
 - n. Demisexual
 - o. Demiromantic
 - p. Fluid
 - q. Gay
 - r. Graysexual
 - s. Grayromantic
 - t. Gynesexual
 - u. Heterosexual
 - v. Homosexual
 - w. Lesbian
 - x. LGBTQIA +
 - y. Libidoist asexual



- z. Monosexual
- aa. Non-libidoist asexual
- bb. Omnisexual
- cc. Pansexual
- dd. Panromantic
- ee. Polysexual
- ff. Pomosexual
- gg. Passing
- hh. Queer
- ii. Questioning
- jj. Romantic attraction
- kk. Romantic orientation
- ll. Sapiosexual
- mm. Sex-averse
- nn. Sex-favorable
- oo. Sex-indifferent
- pp. Sexual orientation or sexuality
- Sex-repulsed
- qq. Skoliosexual
- rr. Spectrasexual
- ss. Straight

- i. These can all be defined by socially accepted standards and relevant LGBTQ+ authorities and are merely a guideline, more may subsequently exist thus be enforced.
- iii. B is refused occupation or custom by A as a result of their sexuality.

6. Discrimination arising from disability

- a. A person (A) discriminates against a disabled person (B) if—
 - i. A treats B unfavourably because of something arising in consequence of B's disability, and A cannot show that the treatment is a proportionate means of achieving a legitimate aim.
 - 1. does not apply if A shows that A did not know, and could not reasonably have been expected to know, that B had the disability.

7. Discrimination arising from gender identity

- a. A person (A) discriminates against a transgener person (B) if-
 - i. A treats B unfavourably as a result of their transition,
 - ii. A refuses to recognise and adopt the preferred pronoun of B,
 - 1. Acknowledged preferred pronouns are;
 - a. he/him



- b. she/her
 - c. them/they
 - d. It
 - iii. B is refused occupation or custom by A as a result of their transition.
 - iv. A refuses to recognise the new gender of B
 - 1. Acknowledged genders are
 - a. Male
 - b. Female
 - c. Non-binary
 - i. non-binary encompasses any other socially recognised gender.

8. Indirect discrimination

- a. A person (A) discriminates against another (B) if A applies to B a provision, criterion or practice which is discriminatory in relation to a relevant protected characteristic of B's.
 - b. For the purposes of subsection (1), a provision, criterion or practice is discriminatory in relation to a relevant protected characteristic of B's if—
 - i. A applies, or would apply, it to persons with whom B does not share the characteristic,
 - ii. it puts, or would put, persons with whom B shares the characteristic at a particular disadvantage when compared with persons with whom B does not share it,
 - iii. it puts, or would put, B at that disadvantage, and
 - iv. A cannot show it to be a proportionate means of achieving a legitimate aim.
 - c. The relevant protected characteristics are—
 - i. Age;
 - ii. Disability;
 - iii. gender reassignment;
 - iv. marriage and civil partnership;
 - v. Race;
 - vi. Sex;
 - vii. sexual orientation.
9. The discrimination of any persons as defined above may result in trial in a Commonwealth Court.
- a. It may reasonably result in the expulsion and redundancy of an individual from their occupation or position.
 - b. It may reasonably result in the expulsion of the offender from the nation.
10. The below shall be known as the Essexian pride flag, and shall be afforded the same legal constitutional protections against vandalism as the Essexian flag itself.

