# **Race discrimination**

**Tolley's Employment and Personnel Procedures Manual (Archive) > Equal Opportunities**

**[E4011]**

Race is a protected characteristic as per *EqA 2010 s 9*.

The question of whether an employer has discriminated against an employee on the grounds of race depends upon whether the particular employer would have treated others differently, not whether a reasonable employer would have done so (*Glasgow City Council v Zafar,* *The Times, 8 December 1997 (House of Lords)*).

**End of Document**