**APPENDIX 1. DDAQ INDIVIDUAL QUESTION SOURCES**

The questions in the Disability Discrimination Awareness Questionnaire are based on the following Equality and Human Rights Commission (EHRC) guidance sources:

* Statutory Code on ‘Employment’ (EHRC, 2011a).
* Technical Advice on Further and Higher Education (EGRC, 2014).
* Statutory Code on ‘Services, Public Function & Associations’ (EHRC, 2011b).

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| --- | --- | --- | --- | --- |
| **No** | **Definition / Discrimination**  | **Employment:**  | **Further & Higher Education**  | **Services, Public Functions and Associations:**  |
|  | ***Definitions / Eligibility*** | ***Paras 2.8-2.20,*** ***App. 1*** | ***Paras 2.8 – 2.20 App. 3*** | ***Paras 2.5 – 2.16 App. 1*** |
| 1 | Definition of disability | 2.8–2.20, App.1  | 2.8-2.20, App.3 | 2.5-2.16, App.1 |
| 2 |
| 3 |
| 4 | Exceptions  | 2.13, 2.18-2.20,  | 2.17-2.20 | 2.9, 2.14-2.16,  |
| 5 | Diagnosis  | App.1 para 7  | App.3, para 7  | App.1, para 6  |
| 6 | Treatment  | 2.16 | 2.15 | 2.12  |
| 7 | Restricted activity | App.1 paras 9-10  | App.3, para 9-10  | App.1 para 7 |
|  | ***Direct Discrimination*** | ***Paras 3.1 – 3.42*** | ***Para 4.1-4.33*** | ***Paras 4.1 - 4.33***  |
| 8 | Definition | 3.2-3.6, 3.15, 3.21 | 4.2-4.6, 4.15,4.20 | 4.3-4.6, 4.16, 4.20 |
| 9 | Association with  | 3.18-3.20, 4.9 | 4.17-4.19, 5.9 | 4.18-4.20, 5.10 |
| 10 | Intent immaterial  | 3.14 | 4.14 | 4.15 |
|  | ***Indirect Discrimination*** | ***Paras 4.1 - 4.32*** | ***Paras 5.1 – 5.40***  | ***Paras 5.1 - 5.40***  |
| 11 | Definition | 4.2-4.14, 4.23 | 5.3-5.14  | 5.2-5.15 |
| 12 | Justification | 4.25-4.32 | 5.24-5.35 | 5.25-5.36 |
| 13 | Intent | 4.24  | 5.23 | 5.24  |
| 14 | Adjustment | 5.20-5.22 | 5.36-5.40 | 5.37-5.39 |
|  | ***Discrimination Arising from D.***  | ***Paras 5.1 – 5.22*** | ***Paras 6.1 – 6.21*** | ***Paras 6.1 – 6.23*** |
| 15 | Definition | 5.1-5.10, 5.13-5.19 | 6.1-6.10, 6.13-6.17 | 6.1-6.10, 6.14-6.19 |
| 16 | Legitimate aim | 5.10-5.22 | 6.11-6.21 | 6.11-6.23 |
|  | ***Reasonable Adjustments***  | ***Paras 6.1 – 6.39*** | ***Paras 7.1 – 7.87*** | ***Paras 7.1–7.80*** |
| 17 | The duty  | 6.2-6.22, 6.31 | 7.2-7.53, 7.82, 7.87 | 7.1-7.28, 7.41-7.80 |
| 18 | Requirements | 6.2-6.22, 6.31 | 7.2-7.53, 7.82, 7.87 | 7.1-7.28, 7.41-7.80 |
| 19 | Auxiliary aids | 6.6, 6.13, 6.33  | 7.5, 7.9, 7.40-7.45 | 7.45-7.50, 7.80  |
| 20 | ‘Reasonable’ | 6.23-39 | 7.54-7.75 | 7.29-7.40 |
| 21 | Health & Safety  | 6.27 | 7.76-7.79 | 5.30, 5.33 |
| 22 | Anticipatory duty  | No onus – 6.24 | 7.19-7.25 | 7.19-7.26 |
| 23 | Colleagues’ role | 6.35 | 7.80-7.81 | - |
| 24 | No lesser step | 6.2, 6.32-6.34 | 7.57-7.60 | 7.35 |
| 25 | Ineffective step | 6.32-6.34 | 7.58-7.60 | 7.36 |
| 26 | Evolving duty  | 6.34 | 7.26-7.27, 7.31 | 7.27-7.28 |
| 27 | ***Harassment***  | ***Paras 7.1 – 7.20*** | ***Paras 8.1 – 8.22*** | ***Paras 8.1 – 8.23*** |
| 28 | ***Victimisation*** | ***Paras 9.1 – 9.15*** | ***Paras 9.1 - 9.13*** | ***Paras 9.1 – 9.14*** |
|  | ***Other unlawful actions i.e.*** | ***Paras 9.16 – 9.30*** | ***Paras 3.32-3.46*** | ***Paras 9.15 – 9.32*** |
| 29 | Instruct or cause | 9.16-9.24 | 3.40-3.46 | 9.15-9.24 |
| 30 | Aiding others  | 9.25-9.30 | 3.32-3.39 | 9.25-9.32 |

**References**

EHRC (2011a). Equality Act 2010 Employment Statutory Code of Practice. Equality and Human Rights Commission.

<https://www.equalityhumanrights.com/sites/default/files/employercode.pdf>

EHRC (2011b). Equality Act 2010: Services, public functions and associations. Statutory Code of Practice. Equality & Human Rights Commission. <https://www.equalityhumanrights.com/sites/default/files/servicescode_0.pdf>

EHRC (2014a). Equality Act 2010: Technical Guidance on Further & Higher Education. <https://www.equalityhumanrights.com/sites/default/files/equalityact2010-technicalguidance-feandhe-2015.pdf>

United Nations Convention on the Rights of Persons with Disabilities (2006). <https://social.desa.un.org/issues/disability/crpd/convention-on-the-rights-of-persons-with-disabilities-crpd> UN General Assembly Reports on Social Development.