

Discrimination complaints

If someone has experienced or witnessed marriage and civil partnership discrimination at work, they can make a complaint to their employer. The employer should take it seriously and look into it as soon as possible.

Marriage and civil partnership discrimination can be distressing. It can have an impact on someone's mental health and wellbeing.

Employers should make sure that:

- employees know how to report discrimination
- anyone who's experienced or witnessed discrimination feels safe, protected and supported
- anyone accused of discrimination is treated in an impartial and fair way

If you've experienced discrimination

If you believe you've experienced discrimination at work because of being married or in a civil partnership, you can make a complaint to your employer.

You should make a complaint as soon as possible. But if you make a complaint a long time after an incident has taken place, your employer should still take it seriously.

[Find out what to do if you've been discriminated against](#)

Witnessing discrimination

If you think someone at work is being discriminated against because of marriage and civil partnership discrimination, there are actions you can take. For example, supporting people or giving evidence.

Your employer must not victimise you for supporting a complaint.

[Find out more about witnessing discrimination](#)

Handling a discrimination complaint

If you're an employer or manager, you should look into any discrimination complaint in a way that's fair and sensitive to:

- the person who made the complaint
- anyone who witnessed it
- anyone accused of discrimination

[Find out how to handle a discrimination complaint](#)