

Example
SCHEDULE 1
Obtaining information on prohibited conduct
PART 1

Questions Form

(For P)

1. To.....(name of the person to be questioned (R))
of.....(address)

2. I..... (name of the person asking questions (P))
of.....(address)

think that you may have treated me in a way which is unlawful under the Equality Act 2010.

3. I think that the treatment I received may have been unlawful under the Act because of:

- Age [] Disability [] Gender Reassignment []
Marriage and Civil Partnership [] Pregnancy and Maternity [] Race []
Religion or Belief [] Sex [] Sexual Orientation []

4. I think that the treatment I received amounted to:

- Direct Discrimination [] Indirect Discrimination [] Harassment []
Victimisation [] Failure to make Reasonable Adjustments for Disabled Persons []
Gender Reassignment Discrimination [] Discrimination arising from Disability []
Pregnancy and Maternity Discrimination []

5. (If applicable) I think that you instructed, caused or induced or that you aided another person to
treat me in a way which is unlawful under the Act as set out in paragraphs 3 and 4 of this questions
form. []

6. (Give date, approximate time and factual description of the treatment received and of the
circumstances leading up to the treatment)

7. (If possible, give the reason(s) why you think that the treatment you have received was unlawful
under the Act)

8. My questions to you are:

(1) Do you agree that the statement at paragraph 6 above is an accurate description of what
happened?

(2) If not, in what respect do you disagree or what is your version of what happened?

(3) Do you agree that your treatment of me was unlawful under the Act as set out at paragraphs
3 to 5 above? If not:

(a) why not?

(b) what was the reason for your treatment of me?

(c) did considerations of the protected characteristic stated in paragraph 3 affect your
treatment of me and if so, how?

(4) (Any other relevant question(s) to R)

9. Please send your answers to my home address above []

or

Please send your answers to the following address:

.....(address)

.....(signature of P)

.....(date)

(If applicable)

Please send your answers to (name of P's representative)

of(address)

..... (signature of P's representative)

.....(date)

By virtue of section 138(3) and (4) of the Act, these questions and any answers are admissible as
evidence in proceedings under the Act. A court or tribunal may draw an inference from a failure by R
to answer a question by P before the end of the period of 8 weeks beginning with the day on which the
question was served or from an evasive or equivocal answer.