

Provision of Ordinance	Employer	Service providers	Schools and education providers	Clubs and associations	Accommodation providers
General prohibitions on discrimination	01-Oct-23	01-Oct-23	Not before 1 Sept 2025*	01-Oct-23	01-Oct-23
General duties of reasonable adjustments: Excluding physical features	01-Oct-23	01-Oct-23	Not before 1 Sept 2025*	01-Oct-23	01-Oct-23
General duty of reasonable adjustments to physical features	Not before 1 Oct 2028	Not before 1 Oct 2028	Not before 1 Oct 2028	Not before 1 Oct 2028	Not before 1 Oct 2028
Pro active duty to make reasonable adjustments: Excluding physical features	N/A	Not before 1 Oct 2028	Not before 1 Sept 2025*	N/A	N/A
Pro active duty to make reasonable adjustments to physical features	N/A	N/A	N/A	N/A	N/A
Duty to carry out minor improvements	N/A	N/A	N/A	N/A	Not in force on 1 Oct 2023. To be determined by Regulations.
Duty to allow reasonable adjustments to physical features- residential landlords	N/A	N/A	N/A	N/A	Not before 1 Oct 2028
Duty to allow reasonable adjustments to physical features- commercial landlords	N/A	N/A	N/A	N/A	Not before 1 Oct 2028
Public sector duty to prepare accessibility action plans	N/A	Public sector only - 1 Oct 2028	Public sector only - 1 Oct 2028	N/A	Not before 1 Oct 2028