Excerpts

PART II- Protection against unlawful discrimination

4. Definition and prohibited grounds of discrimination
(1) For the purposes of this Act, a person discriminates against another person if the first-mentioned person makes, on any of the grounds specified in subsection 2, any distinction, exclusion or preference, the intent or effect of which is to nullify or impair equality of opportunity or treatment or employment.
(2) The grounds referred to in subsection 1 are
(a) sex, marital status, pregnancy or family responsibility; or
(b) a characteristic that generally appertains, or is imputed, to a person of the same sex or marital status as that other person, or to a person who is pregnant or has family responsibility.
(3) Any act or omission or any practice or policy that directly or indirectly results in discrimination against a person on a ground referred to in subsection 2, is an act of discrimination regardless of whether the person responsible for the act or omission or the practice or policy, intended to discriminate and shall constitute an offence.