



Being a UCU activist: Protection from victimisation for UCU reps

Members of trade unions have a right not to be victimised for trade union activity. The Trade Union and Labour Relations (Consolidation) Act 1992 (TULR(C)A) and subsequent court decisions gives trade union members protection from:

- victimisation from an employer on the basis of trade union activity
- refusal of work on the basis of trade union membership
- dismissal on the grounds of trade union membership
- being chosen for redundancy on the basis of trade union membership
- dismissal on the ground of union activity in previous jobs.

UCU takes discrimination against union members and representatives seriously and will actively pursue protections under law.

However the best protection is to have the support and backing of a well-organised branch/LA. The active support of your colleagues is important because it also acts as a powerful preventative measure.