

INDEX

- acne. *See* skin conditions
- advertising, 1, 29, 134–137, 155, 167–168, 182
- age. *See* Intersectional experiences
- age, protected characteristic of, 4, 95, 122, 160
- alopecia. *See* hair loss
- appearance
 - definition, 167
 - identity, 165–166
 - objectivity, 42, 170–173
 - rating by technology, 172–173
 - terminology, 8–9, 166, 185
- appearance shaming
 - ubiquity, 164–165, 177
- appearance, protected
 - characteristic of
 - collective identity, 165–166, 171–172
 - economic arguments, 163
 - enforcement, 174–176
 - impact on body diversity initiatives, 168
 - internationally, 149–151, 174–176
 - overlap with other characteristics, 7, 95–100
 - positive action, 173, 177
 - proof, 169–170
- artificial intelligence, 141–142, 172, 188–189
- awareness of the law, 63–64, 73, 75, 121, 126, 134, 146, 151, 180, 183
- backlash against the law, 99, 117–118
- baldness. *See* Hair Loss
- beauty
 - belief that beauty is goodness, 52–54, 159–160, 172
 - ideals, 29, 125, 134–137, 159–160, 165, 170–172
- Brexit, 23–24, 49
- clothing, 7, 105, 149, 158–159, 162, 167, 185, 190
- contact hypothesis, 128–132
- coping mechanisms, 3, 43–44, 104–105, 189
- cosmetic treatments, 5, 7, 135, 158, 167
- criminal trials and appearance, 142–143, 155, 161–162
- CRPD, 2, 19–26, 34, 40, 78, 103, 105–106, 108–110, 113–114, 146–147
- customers and third parties, 52, 61, 64, 70, 72, 154, 163, 167–168, 172, 186, 190–191
- dignity
 - and appearance, 158, 173
 - and the CRPD, 19, 21, 103, 109
 - rationale for anti-discrimination law, 12–14
 - and visible difference, 58, 60, 157
- disability
 - definition in the EqA 2010, 15, 106
 - description in the CRPD, 20
 - disclosing to employers, 43, 46–47, 51–52, 58, 188
 - models. *See* models of disability
 - self-identity, 14, 57–59, 62, 75, 121, 125–126, 146, 181
- discrimination
 - flaws in law's remedial mechanism, 58–59, 122–124, 152–155
 - types, 27, 68, 111, 154, 171–172

- disfigurement
 causes, 13, 54–55, 81, 83–86, 184, 194
 commonalities with other groups, 75, 138
 definition in the EqA 2010, 15, 78
 identity, 14, 126
 psychological impact, 41–44, 70, 108, 134, 184
 social impact, 1, 44–55, 157, 184–185
 terminology, 8, 58, 72, 152, 184–185, 193
- education and training, 37, 48, 130, 133–134, 143–144, 183, 186–187, 191–192
- elephantiasis. *See* obesity, conditions mistaken for
- employer policies, 7, 47, 70, 154, 163, 185–186, 190
- Employment Tribunals*
 process, 103, 113, 123–124, 153–155, 172–174
 remedies, 124, 154, 176
- enforcement by the EHRC, 124, 140–141
- equality
 and the CRPD, 32
 and the EqA 2010, 32–34
 formal, 28–30, 65, 75
 how to measure, 30
 inclusive, 31–32
 substantive, 2–3, 28–32, 65, 75
 transformative, 29–30
- facial movement impairments, 4, 43, 69, 89–91, 107, 142, 194
- facial palsy. *See* facial movement impairments
- film and TV representation, 35, 123, 129–132, 157
- folliculitis. *See* skin conditions
- gender. *See* intersectional experiences
- gender pay gap, 139–140
- hair
 hair loss, 85–88, 96–100, 149, 164
- healthcare, 7, 47, 134
- height, 85, 87, 146, 149, 151, 159, 164, 170–171, 175
- immutability
 of appearance, 5, 97–98, 149, 151, 157–158, 167
 of disfigurement, 10–12
- impact
 measuring, 38–40, 133, 156
- impairment
 defining, 83–89, 146, 148–149
- intersectional experiences
 age, 18, 44, 122
 gender, 18, 44, 88, 93, 98, 160, 175
 race, 30, 44
- legal consciousness
 of HR, 73–74
 of individuals, 55–61
- limb impairment, 17, 78–79
- lipoedema. *See* obesity, conditions mistaken for
- literature, 133
- lymphoedema. *See* obesity, conditions mistaken for
- medical treatment. *See* healthcare or cosmetic treatments
- models of disability
 human rights, 20–21, 29
 medical, 6, 16, 18–19, 29, 58, 69, 76, 82, 95, 105, 108, 110, 147, 178–180
 social, 6, 16–20, 23–25, 29, 67, 77, 82, 92–93, 100, 104, 111, 146–149, 155, 179
- neurofibromatosis type 1, 106, 145
- obesity
 law and, 10, 24–25, 91–95, 149, 164, 178
 conditions mistaken for, 94, 97
 terminology, 9
- occupational health, 47, 147, 190, 192
- occupational requirement, 167–168
- participation, 19, 31–32, 103, 128–129, 132
- pay, 49, 139, 159

INDEX

219

- perceptive discrimination, 101, 107,
 111–114, 148
- photographs, 29, 43, 103, 142, 146, 188
- pierings. *See* tattoos and pierings
- positive action, 34, 65, 119, 123
- psoriasis. *See* skin conditions
- public sector, 32–34
- quotas, 30–31
- race. *See* intersectional experiences
- race, protected characteristic of, 7, 160,
 163, 169, 173
- real appearance campaigns, 132, 137,
 157, 165, 186
- reasonable adjustments, 27, 68, 93, 119,
 147–148, 184
- discussing, 71–73, 179
- identifying, 65, 68–70, 76, 179
- wariness, 59–60, 62
- recruitment, 128, 150, 183
- adjustments, 29, 66, 189–190
- bias during, 51–52
- employer perspectives, 66–68, 75,
 162
- good practice, 187–189
- individual perspectives,
 58, 66, 128
- pre-employment health questions, 32
- technology, 141–142
- religion or belief, protected
 characteristic of, 7, 163
- scarring. *See* skin conditions
- severity, 4, 20, 42, 61, 78, 101–109, 112,
 114, 145, 178
- sex, protected characteristic of, 4, 7, 86,
 96–100, 122, 154, 160, 164–166,
 172–173, 186
- under US law, 150
- skin conditions
- acne, 54, 79, 89
- birthmarks, 78, 80, 89
- cyst, 104
- folliculitis, 104
- psoriasis, 54, 78–79, 104, 109–110
- scarring, 11–12, 53, 55, 78–80, 89, 91,
 102, 114, 180
- vitiligo, 106
- social change
- theory, 115–126, 177
- social media, 1, 129, 131–132, 137, 162
- stigma
- internalised, 35, 40, 122
- interpersonal, 35, 40, 119, 123
- structural, 28, 147, 162, 165
- stroke. *See* facial movement
 impairments
- synkinesis. *See* Facial movement
 impairments
- tattoos and pierings, 7, 11–12, 14, 95,
 101, 167, 185
- Tourette's syndrome. *See* facial
 movement impairments
- TV. *See* film and TV representation
- visible difference
- terminology, 8
- vitiligo. *See* skin conditions
- weight. *See* obesity