



 ***THE GAELIC KINGDOM OF  
MABRUENIA***

*AN ACT OF THE GRAND ASSEMBLY*

*YEAR OF OUR MONARCH, 2025*

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 **Title of Act**

**An act to establish equality amongst diversity and to ensure the rights of protected characteristics.**

**This act may be cited as the Equality and Discrimination Act 2025.**

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## **PREAMBLE**

**Be it enacted by the Queen's most Excellent Majesty, with the advice and consent of the Grand Assembly of the Gaelic Kingdom of Mabruenia, in this present Parliament assembled, and by the authority of the same, as follows:**

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## **Article I – Definitions**

For the purpose of this act–

1. “Protected Characteristics” refers to specific attributes safeguarded against discrimination under this act.
  2. All crimes mentioned in this act are as defined under the Royal Federal Penal Code of Mabruenia [2025].
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## **Article II – Provisions**

1. Under this act, no employer or agency, whether independent from her majesty's government or otherwise, may discriminate against any of the protected characteristics outlined in this act, whether in terms of employment with them, salary, employment benefits, possibility of promotion, or other such terms.
2. Under this act, no individual or group may persecute against any of the protected characteristics outlined in this act, and harassment, assault, battery or other criminal act proved against a person with the motive against these defined protected characteristics will carry a fifteen percent (15%) higher sentence.
3. Under this act, no place of education, public or private, may discriminate against any of the protected characteristics outlined in this act, whether in the quality of education, in extracurricular support, or in other such terms.
4. Characteristic E (age) does not apply for terms of employment under the age of 13 or terms of education above the age of 21.
5. Human rights, under the European Convention of Human Rights [1950], are reaffirmed for people of the protected characteristics as outlined under this act.
6. The protected characteristics are as follows:
  - (a) Gender Identity (reassignment of gender identity);

- (b) Sexual and Romantic Orientation;
  - (c) Sex (Male, Female, Intersex);
  - (d) Religion and belief;
  - (e) Age (Exception under clause 4 of this act);
  - (f) Nationality;
  - (g) Marital status (inclusive of civil partnerships);
  - (h) Disability;
  - (i) Pregnancy and maternity.
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## **Enforcement**

1. This act shall be enforced by Her Majesty's Business Bureau, Her Majesty's Ministry of Education, and Her Majesty's Ministry of Justice respectively.
  2. Any violations of this act shall be subject to penalties determined by Her Majesty's Ministry of Justice.
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### **Article IV — Implementation**

1. This Act shall come into force upon receiving **Royal Assent** from Her Majesty the Queen.
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**Given under Our Royal Seal this [day] of [month], [year].**

**Signed:**

*Amara I, By the Grace of God, Queen of the Gaelic Kingdom of Mabruenia, Defender of Liberty, and Heir to the Throne of Scotland.*

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*(Countersigned by the Chancellor of the Realm and Speaker of the Grand Assembly.)*