Blacklisting

The Scottish Government regards blacklisting or the compiling of a blacklist as totally unacceptable.

Blacklisting refers to the practice of systematically denying individuals employment, who would otherwise be able to be employed. Blacklisting is done on the basis of information, accurate or not, held in some type of database.

The Employment Relations Act 1999 (Blacklists) Regulations 2010 [6] provide rights for individuals if blacklisting results in refusal of employment, detriment, dismissal or redundancy.

Any bidder which has been found to have breached, or who have admitted to breaching, these Regulations must be excluded from the procurement process for a period of three years. This is unless the bidder can demonstrate that it has taken appropriate remedial steps to your satisfaction.