



## CALENDAR 2019





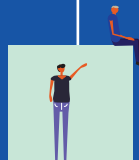
# EQUINET

## European Network of Equality Bodies

Equinet, European Network of Equality Bodies was set up in 2007 as a membership organisation for equality bodies. It now brings together 49 equality bodies from 36 European countries, including all EU Member States.

Equality bodies are public organisations assisting victims of discrimination, monitoring and reporting on discrimination issues, and promoting equality. They are legally required to do so in relation to one, some, or all of the grounds of discrimination covered by European Union (EU) law – gender, race and ethnicity, age, sexual orientation, religion or belief, and disability.

Equinet promotes equality in Europe by supporting equality bodies to be independent and effective catalysts for more equal societies. Our vision of an equal society is one where equality is a reality for everyone, diversity is valued, and all forms of discrimination have been eliminated.



# NATIONAL CENTRE FOR HUMAN RIGHTS

SLOVAKIA

Anna (age 43) applied for a job as a train steward. Despite years of relevant work experience and language skills, human resources rejected her application reasoning she was too old. She was also told that the oldest member of the team was born in 1986, thus, an older candidate would not be a good fit. The Slovak National Centre for Human Rights established direct discrimination and legally represented Anna in communication with the company. The case was closed by an out-of-court settlement granting Anna a formal written apology and financial compensation.



## JANUARY

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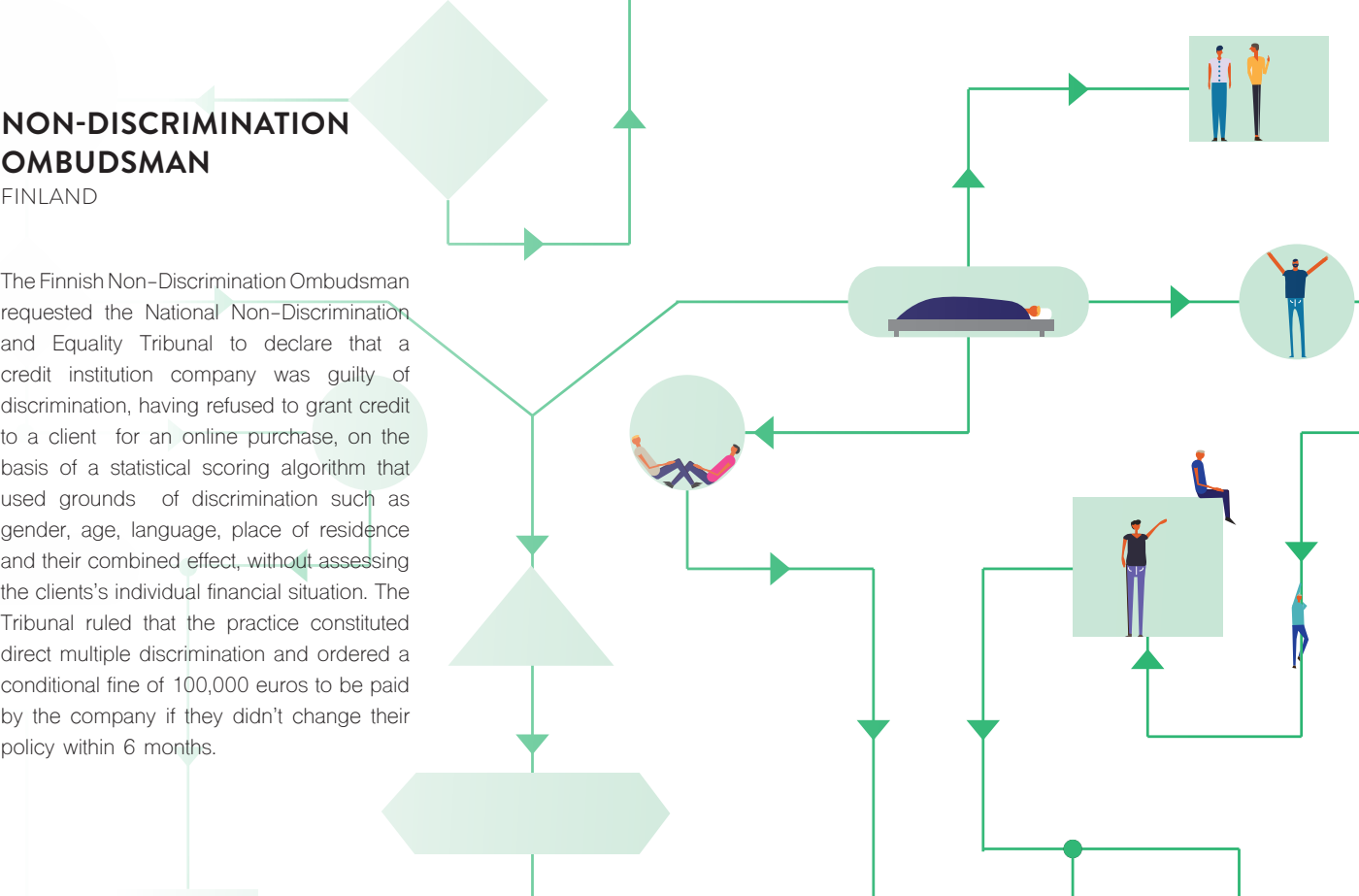
27

Holocaust Remembrance Day

# NON-DISCRIMINATION OMBUDSMAN

FINLAND

The Finnish Non-Discrimination Ombudsman requested the National Non-Discrimination and Equality Tribunal to declare that a credit institution company was guilty of discrimination, having refused to grant credit to a client for an online purchase, on the basis of a statistical scoring algorithm that used grounds of discrimination such as gender, age, language, place of residence and their combined effect, without assessing the clients's individual financial situation. The Tribunal ruled that the practice constituted direct multiple discrimination and ordered a conditional fine of 100,000 euros to be paid by the company if they didn't change their policy within 6 months.



## FEBRUARY

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6  
International Day of Zero  
Tolerance for Female  
Genital Mutilation

11  
International Day of  
Women and Girls in  
Science

20  
International  
Day for Social  
Justice

22  
European  
Day for Victims  
of Crime



# GENDER EQUALITY AND EQUAL TREATMENT COMMISSIONER

ESTONIA

Maria's daughter wanted to take technology class in her middle school, but was only given the option of handicrafts class. Estonian law states that both boys and girls in middle school can choose whether they participate in technology or handicrafts class. However, in reality this was not allowed due to gender stereotypes. Maria's daughter was not the only one who could not participate in the class she or he wanted. Maria complained to the Gender Equality and Equal Treatment Commissioner, who issued an Opinion and law change proposal to the Parliament. Happily, the situation is now changing towards equal possibilities, and more kids can choose their class by themselves not only in theory, but also in practice. To challenge gender stereotypes in education and in making career project choices, the Commissioner's office initiated a cross-media project together with our Lithuanian and Icelandic partners on the topic.



## MARCH

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1

Zero Discrimination Day

8

International Women's Day

21

International Day for the Elimination of Racial Discrimination

# COUNCIL FOR THE ELIMINATION OF ETHNIC AND RACIAL DISCRIMINATION

SPAIN

When Dario, a young Roma, tried to enter a disco in Madrid, the doorman didn't let him in by saying: "weird mixtures don't enter here, we don't want troubled people". When Dario asked the doorman if the reason why he couldn't get into the disco was based on his ethnic origins, the doorman replied: "Yes, but it's not because of racism, it's because you look like someone who is problematic, and I have to follow orders". He finally asked the disco for a complaint form, but the workers refused to give him one.

Dario requested an appointment with the Assistance Service for Victims of Racial and Ethnic Discrimination. The Assistance Service helped Dario and his friends to file a complaint against the disco in Madrid's Consumer Office. Two months later, the Consumer Office initiated a sanction procedure against the disco. The legal procedure ended up with the disco facing a high sanction due to a serious breach of denying access to the disco based on racist assumptions.



## APRIL

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International Day for Roma

26

Lesbian Visibility Day

29

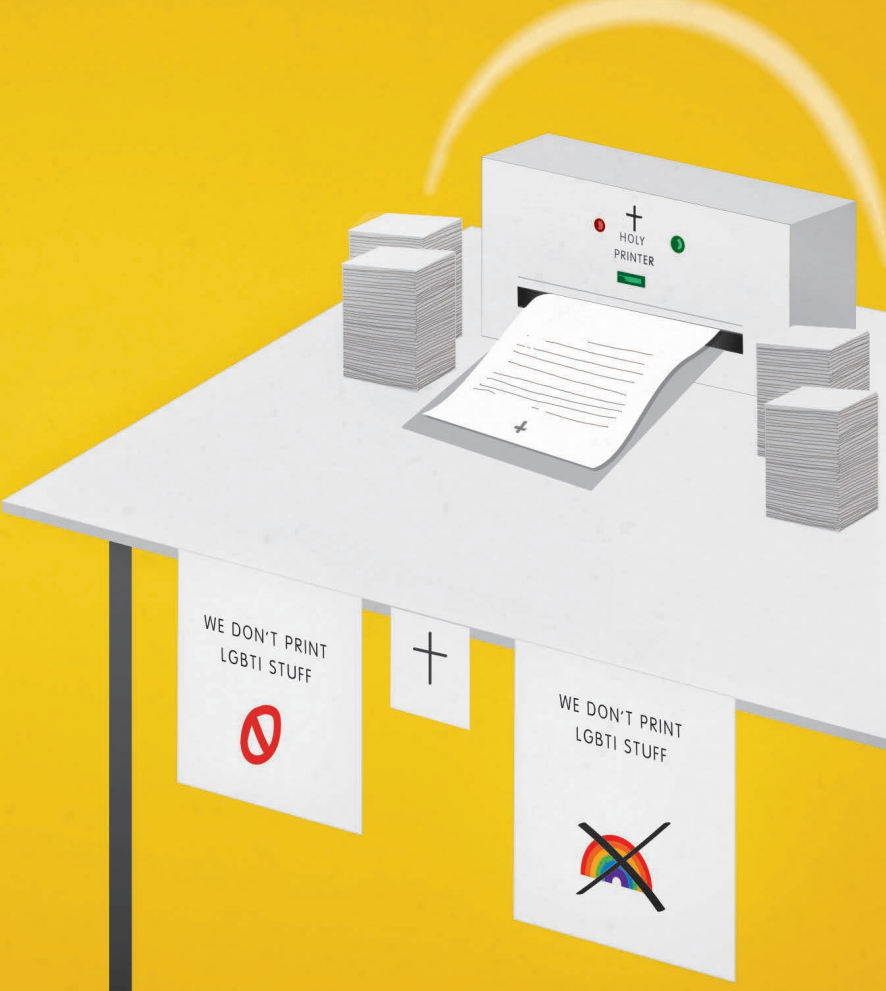
European Day of Solidarity  
between Generations

# COMMISSIONER FOR HUMAN RIGHTS

POLAND

The Commissioner for Human Rights informed the police about a possible offence committed by a printing company which refused to print a roll-up with the name and logo of the “LGBT Business Forum” Foundation. The employee of the printing company sent an email to the Foundation saying that he did not want to support the promotion of LGBT movements through his work, referring to his Christian convictions. In July 2016, the Court of first instance found the employee guilty of discrimination based on sexual orientation and expressed that he had no right to refuse service on a discriminatory basis.

Because of the difficult personal situation of the employee, the Court decided not to fine him. The Court of second instance upheld the decision. The case was referred to the Supreme Court, which upheld the previous judgments. The Supreme Court stated that the employee of the printing company had no justified reason to refuse the demand of the customer because of his Christian convictions.



## MAY

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- 5 European Independent Living Day
- 17 International Day against Homophobia, Transphobia and Biphobia



# OFFICE OF THE COMMISSIONER FOR ADMINISTRATION AND HUMAN RIGHTS (OMBUDSMAN)

CYPRUS

In the city of Kato Paphos, the local mosque was deemed unsafe for use. As opposed to praying outside, members of the mosque sent a request to the Department of Antiquities to use another Mosque (the Grand Mosque) during Ramadan. Their request was rejected, as the competent authority claimed that construction work was expected to begin on the Grand Mosque. As a result, there was no place of worship for the Muslim community just a few days before Ramadan. The Ombudsman intervened in this case and issued a report concerning the need to secure a place of religious worship for Muslims during Ramadan. The Ombudsman referred to a ruling of the European Court of Human Rights and recommended that authorities act immediately to take all necessary measures to ensure that Muslims would have a place for worship as a temporary solution during the upcoming Ramadan.



## JUNE

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1

Global Day of Parents

20

World Refugee Day



ADVOCATE  
OF THE PRINCIPLE  
OF EQUALITY  
SLOVENIA

When Polde had reached the age of 70, he automatically lost the right to continue as a cycling commissaire. Nevertheless, Polde asked for a license to be issued and proposed a change of rules but was rejected by the Association of Cycling Commissaires of Slovenia. He therefore filed a complaint to the Advocate of the Principle of Equality. The Advocate found that the rejection by the Association of Cycling Commissaires constitutes age-based discrimination. The age limit set at 70 was arbitrary and not justified by a legitimate goal.



JULY

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15

World Youth Skills Day

COMMISSIONER  
FOR PROTECTION  
OF EQUALITY  
SERBIA

Following a complaint by a civil society organization, the Commissioner requested an explanation from a Special Hospital in the city 'V' and the Republic Health Insurance Fund as to why the dialysis department in the hospital was not in service. Lack of dialysis services means that patients and individuals are forced to travel several times a week to other health centres in the country, making their life difficult and jeopardizing their already weak health. The Commissioner issued a recommendation expressing that all measures to overcome existing problems linked to the dialysis department must be taken by the two institutions. After the issuing of the Commissioner's decision, the Special Hospital started to offer dialysis services to their patients.



AUGUST

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12

International Youth Day

# NATIONAL COMMISSION FOR THE PROMOTION OF EQUALITY

MALTA

Paul was trying to obtain employment as a beauty therapist with a spa. Although Paul was qualified, experienced, and capable in the field, his efforts proved unsuccessful. Paul lodged a complaint with the National Commission for the Promotion of Equality (NCPE) alleging discrimination on the grounds of sex in relation to access or supply of goods and services; discrimination in employment on the grounds of sex; and unfair treatment on the grounds of sex. NCPE met both the complainant and the Managing Director of the spa. The latter stating that Paul lacks experience, and that most clients are women who prefer a female therapist. An opinion was issued by the Commissioner observing that: (1) Paul is qualified to perform the job, (2) adverts published by the spa stated that training was part of the package being offered, and (3) this spa is quite established and employs several therapists. Thus, the spa can easily introduce a female therapist for waxing of private parts of female clients. Subsequently, on the recommendations of NCPE, the spa stated that Paul's application would be reconsidered. Moreover, the spa contacted NCPE for assistance in finalizing their equality policy.



## SEPTEMBER

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21

International Day of Peace



# FEDERAL ANTI-DISCRIMINATION AGENCY

GERMANY

62-year-old Erika had worked in a tax consultancy firm for years and was the heart and soul of the office. Over time she took on more and more duties, assisting both her boss and colleagues. When several younger co-workers got hired, Erika was suddenly relegated to tasks like making coffee and sorting mail. For much of her work day, she now had nothing to do at all. When she offered to do more, she was told that nobody else had any tasks to delegate. Erika suspected age discrimination and turned to the Federal Anti-Discrimination Agency (FADA). Freezing her out in this way can indeed constitute bullying or “harassment” under the German Equal Treatment Act. FADA was able to mediate in this case. Her boss apologized in writing and Erika took back over the tasks she had before her younger co-workers were hired.



## OCTOBER

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- 1  
International Day of Older Persons
- 17  
International Day for the Eradication of Poverty  
World Values Day
- 25  
European Day of Justice



# EQUALITY OMBUDSMAN

SWEDEN

Neila, a young Muslim woman, was excluded from a recruitment process for employment as a remote interpreter after declining to greet the hiring manager by shaking his hand. Instead, she placed her right hand on her heart and bowed her head, explaining that according to her religious belief, shaking hands is prohibited as it is considered an intimate act.

The employer claimed to have a gender equality policy which required employees to greet others in the same way, regardless of gender. The employer could thus not accept that an employee refused to shake hands with persons of a certain gender, irrespective of whether this action is based on a religious belief. The Equality Ombudsman brought this case before the Labour Court and argued that the application of this criteria and policy constituted indirect discrimination toward the group of Muslims who do not have physical contact with persons other than close family members.

In its ruling, the Court clarified that Neila's religiously based refusal to shake hands is a protected manifestation of religion under Article 9 of the European Convention of Human Rights. The Court also explained that the employer's policy particularly disadvantages the group of persons who practice this Muslim religious manifestation. It was concluded by the Court that the policy in question constituted indirect discrimination and Neila was awarded compensation of 40,000 SEK.



# NOVEMBER

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- 3

European Equal Pay Day
- 9

International Day against Facism and Antisemitism
- 16

International Day for Tolerance
- 20

Transgender Day of Remembrance  
Universal Children's Day
- 25

International Day to End Violence against Women

# UNIA (INTERFEDERAL CENTRE FOR EQUAL OPPORTUNITIES)

BELGIUM

Maaïke was unable to work for a long time due to cancer. When she asked her employer to gradually start working again, he refused. She was fired shortly afterwards. That's why Maaïke turned to Unia, who acted as intervener in the court case.

The Brussels Labour Court ruled in February 2018 that the employer should have provided adjustments to enable Maaïke to do her job. It was the first time that a court recognized the lasting effects of cancer as a disability. Maaïke received a compensation of 12,500 euros for discrimination.



## DECEMBER

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- 3  
International Day of Persons with Disabilities
- 10  
Human Rights Day
- 18  
International Migrants Day



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## EQUINET MEMBERS:

COMMISSIONER FOR THE PROTECTION FROM DISCRIMINATION, [ALBANIA](#) | DISABILITY OMBUDSMAN, [AUSTRIA](#) | OMBUD FOR EQUAL TREATMENT, [AUSTRIA](#) | UNIA (INTERFEDERAL CENTRE FOR EQUAL OPPORTUNITIES), [BELGIUM](#) | INSTITUTE FOR EQUALITY BETWEEN WOMEN AND MEN, [BELGIUM](#) | INSTITUTION OF HUMAN RIGHTS OMBUDSMAN, [BOSNIA AND HERZEGOVINA](#) | COMMISSION FOR PROTECTION AGAINST DISCRIMINATION, [BULGARIA](#) | OFFICE OF THE OMBUDSMAN, [CROATIA](#) | OMBUDSPERSON FOR GENDER EQUALITY, [CROATIA](#) | OMBUDSWOMAN FOR PERSONS WITH DISABILITIES, [CROATIA](#) | OFFICE OF THE COMMISSIONER FOR ADMINISTRATION AND HUMAN RIGHTS (OMBUDSMAN), [CYPRUS](#) | PUBLIC DEFENDER OF RIGHTS – OMBUDSMAN, [CZECH REPUBLIC](#) | BOARD OF EQUAL TREATMENT, [DENMARK](#) | DANISH INSTITUTE FOR HUMAN RIGHTS, [DENMARK](#) | GENDER EQUALITY AND EQUAL TREATMENT COMMISSIONER, [ESTONIA](#) | OMBUDSMAN FOR EQUALITY, [FINLAND](#) | NON-DISCRIMINATION OMBUDSMAN, [FINLAND](#) | DEFENDER OF RIGHTS, [FRANCE](#) | PUBLIC DEFENDER (OMBUDSMAN), [GEORGIA](#) | FEDERAL ANTI-DISCRIMINATION AGENCY, [GERMANY](#) | GREEK OMBUDSMAN, [GREECE](#) | EQUAL TREATMENT AUTHORITY, [HUNGARY](#) | OFFICE OF THE COMMISSIONER FOR FUNDAMENTAL RIGHTS, [HUNGARY](#) | IRISH HUMAN RIGHTS AND EQUALITY COMMISSION, [IRELAND](#) | NATIONAL OFFICE AGAINST RACIAL DISCRIMINATION, [ITALY](#) | NATIONAL EQUALITY COUNCILLOR, [ITALY](#) | OFFICE OF THE OMBUDSMAN, [LATVIA](#) | OFFICE OF THE EQUAL OPPORTUNITIES OMBUDSPERSON, [LITHUANIA](#) | CENTRE FOR EQUAL TREATMENT, [LUXEMBOURG](#) | COMMISSION FOR PROTECTION AGAINST DISCRIMINATION, [\(FYRO\) MACEDONIA](#) | NATIONAL COMMISSION FOR THE PROMOTION OF EQUALITY, [MALTA](#) | COMMISSION FOR THE RIGHTS OF PERSONS WITH DISABILITIES, [MALTA](#) | COUNCIL ON PREVENTING AND ELIMINATING DISCRIMINATION AND ENSURING EQUALITY, [MOLDOVA](#) | PROTECTOR OF HUMAN RIGHTS AND FREEDOMS (OMBUDSMAN), [MONTENEGRO](#) | NETHERLANDS INSTITUTE FOR HUMAN RIGHTS, [NETHERLANDS](#) | EQUALITY AND ANTI-DISCRIMINATION OMBUD, [NORWAY](#) | COMMISSIONER FOR HUMAN RIGHTS, [POLAND](#) | COMMISSION FOR CITIZENSHIP AND GENDER EQUALITY, [PORTUGAL](#) | COMMISSION FOR EQUALITY IN LABOUR AND EMPLOYMENT, [PORTUGAL](#) | HIGH COMMISSION FOR MIGRATION, [PORTUGAL](#) | NATIONAL COUNCIL FOR COMBATING DISCRIMINATION, [ROMANIA](#) | COMMISSIONER FOR PROTECTION OF EQUALITY, [SERBIA](#) | NATIONAL CENTRE FOR HUMAN RIGHTS, [SLOVAKIA](#) | ADVOCATE OF THE PRINCIPLE OF EQUALITY, [SLOVENIA](#) | COUNCIL FOR THE ELIMINATION OF ETHNIC OR RACIAL DISCRIMINATION, [SPAIN](#) | INSTITUTE OF WOMEN AND FOR EQUAL OPPORTUNITIES, [SPAIN](#) | EQUALITY OMBUDSMAN, [SWEDEN](#) | EQUALITY AND HUMAN RIGHTS COMMISSION, [UK – GREAT BRITAIN](#) | EQUALITY COMMISSION FOR NORTHERN IRELAND, [UK – NORTHERN IRELAND](#)

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