

Checklist

Practical & Ethical Issues Surrounding the Use of AI in Communication

29–30 May 2024, Ljubljana, Slovenia



Acknowledgments

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Definitions and Abbreviations

- 🔍 **Artificial Intelligence (AI)**
- 🔍 **European Union (EU)**
- 🔍 **European Union Artificial Intelligence Act (AI Act):** Legislation regulating the use and supply of AI systems in the EU
- 🔍 **AI system:** A machine-based system designed to operate with varying levels of autonomy and that may exhibit adaptiveness after deployment and that, for explicit or implicit objectives, infers, from the input it receives, how to generate outputs such as predictions, content, recommendations, or decisions that can influence physical or virtual environments. Also referred to as 'AI tool' in this document
- 🔍 **AI Provider:** A natural or legal person, public authority, agency or other body that develops an AI system or a general-purpose AI model or that has an AI system, or a general-purpose AI model developed and places it on the market or puts the AI system into service under its own name or trademark, whether for payment or free of charge
- 🔍 **AI Deployer:** A natural or legal person, public authority, agency or other body using an AI system under its authority except where the AI system is used in the course of a personal non-professional activity
- 🔍 **Conformity Assessment Bodies:** A body that performs third-party conformity assessment activities, including testing, certification and inspection (to ensure high-risk AI systems meet their obligations under Chapter 3 of the EU AI Act)
- 🔍 **Equality Bodies (EBs):** European Public institutions that assist victims of discrimination, monitor and report on discrimination issues, and promote equality
- 🔍 **Equinet:** The European Network of Equality Bodies
- 🔍 **General-Purpose AI Model:** An AI model (including models trained with a large amount of data using self-supervision at scale), that displays significant generality and is capable of competently performing a wide range of distinct tasks regardless of the way the model is placed on the market, and that can be integrated into a variety of downstream systems or applications, except AI models that are used for research, development or prototyping activities before they are placed on the market
- 🔍 **General-purpose AI system:** An AI system capable of serving a variety of purposes, both for direct use as well as for integration in other AI systems. They may be used as high-risk AI systems or may be a component of other high-risk AI systems
- 🔍 **Generative AI:** Artificial intelligence systems that create new content (e.g. text, image, audio, or video) in response to prompts, based on the data the models have been trained on

- 🔍 **High-Risk AI System:** AI systems used in products within the EU’s product safety legislation and AI systems used in: Management and operation of critical infrastructure; Education and vocational training; Employment, worker management and access to self-employment; Access to and enjoyment of essential private services and public services and benefits; Law enforcement; Migration, asylum and border control management; and Assistance in legal interpretation and application of the law
- 🔍 **Predictive AI:** AI systems that can generate outputs such as recommendations, or decisions that can influence physical or virtual environments
- 🔍 **Notifying Authority:** The national authority responsible for setting up and carrying out the necessary procedures for the assessment, designation and notification of conformity assessment bodies and for their monitoring
- 🔍 **Victims:** Individuals who have witnessed unfair treatment, and/or been directly subjected to unfair treatment (discrimination)

Sources

- [EU AI Act: First regulation on Artificial Intelligence](#)
- [Regulation \(EU\) 2024/1689 of the European Parliament and of the Council of 13 June 2024](#)
- [“AI, data governance and privacy: Synergies and areas of international co-operation”, OECD Artificial Intelligence Papers, No. 22](#)
- [European Parliament Briefing on Artificial Intelligence Act \(September 2024\)](#)
- [Equinet: About Us](#)

Overview

This document presents guidelines for using Artificial Intelligence (AI) systems in communications processes undertaken by Equality Bodies (EBs). In this Framework, yellow tables present recommended procedures and requirements. These recommendations prioritise compliance with the European Union's AI Act (AIA). Blue tables present templates to complement written text used in communication materials or outputs.

It is advised that all individuals and offices using (or planning to use) AI systems consider this Framework when planning or executing decisions that require responsible AI use.

Due to the constantly changing nature of AI systems and policy interventions worldwide, this framework adopts a futureproofing, technology-neutral approach. It enables Equality Bodies to develop standardised communication strategies for anticipating, preparing for and minimising risks in AI outputs, regardless of which AI systems are procured. Communications experts in Equality Bodies are therefore encouraged to adapt the recommendations in this document to their unique operating environments.

1. Needs Assessment

NEEDS ASSESSMENT

To determine which AI System are required for communications functions, the following procedures are recommended:

A

A list of processes and tasks requiring AI systems

B

Classification of each process and task under EU AI Act risk categories if relevant:
Unacceptable, High, Limited or Minimal risk

C

A list of specific AI tools for each process/task
OR a description of the desired features the AI tool should have

D

Language benefits or limits associated with the listed AI tools

Below is the AI Systems Needs Assessment Template

1.1 Your AI Needs Assessment Template

Template 1.1

AI SYSTEMS OR TOOLS FOR PROCUREMENT

Task or Process requiring AI	Name of AI System	Risk Category of AI System (EU AI Act)	Benefits/Limits of AI System

INTERNAL TRAINING REQUIREMENTS

Name of Colleagues for Training	Outcomes of Proposed Training	Proposed Training Period	Coordinating Department/Office



2. Ethics and Responsible Use of AI in Communication

2.1 Anonymisation

ANONYMISATION BEFORE USE OF AI SYSTEMS

When using AI tools, the Personal Identifying Information (PII) of EB staff, victims or members of the public must be anonymised.

A

Create dedicated email account(s) only for AI tool registration/subscriptions. The aim is to minimise risk of data breaches if leaks occur. Where possible, also consider secure devices designated only for use with AI tools

B

Check the data storage options of the AI tool; choose options that ensure your information is not used for training, and your chat history or app activity is not saved on the AI system

C

Do not connect storage drives to AI tools (e.g. Dropbox, Google Drive or Microsoft OneDrive)

ANONYMISATION DURING USE OF AI SYSTEMS

When using AI tools, the Personal Identifying Information (PII) of EB staff, victims or members of the public must be anonymised.

D

DOCUMENTS

Only upload anonymised reports and documents to AI platforms. EB teams should therefore proactively create "AI-ready" versions of documents

E

TEXT

When writing or copying/pasting prompts, replace PII with generic information: e.g. instead of "Peter Otto, 42, from Hamburg," use "A male resident in Lower Saxony, early 40s..."

F

AUDIO

If you receive or generate information as audio, only upload anonymised, transcribed versions of the audio on AI platforms.

*Note that virtual meeting software where audio is automatically recorded, summarised and transcribed may also require anonymisation of sensitive information before further use on AI tools.

VICTIM/CLIENT AUDIO

If audio files come from victims of discrimination, EB staff should create a second, new audio file that anonymises the voice and information of the victim and use that version for AI tasks (e.g. to generate a podcast). Victims' voices should never be uploaded on any AI platform.

2.2 Transparency and Exposure

TRANSPARENCY AND EXPOSURE

To support EBs in achieving standards of transparency and protect Equality Bodies' offices from potential exposure to AI system-based risks, the following measures are recommended

A

General AI Use Statement

B

Task-specific AI Use Tagline for captions

C

AI Disclaimer Tagline

Below are the AI Use Statement, Tagline and Disclaimers Templates

AI Use Statement, Tagline and Disclaimers Templates

Template 2.3

AI STATEMENTS

AI Use Statement* (General announcement)

*At the discretion of each EB, a Disclaimer Statement may be added after the general AI Use Statement.

The [EB Name/Department/Team] uses AI for [list purposes] and discloses this by using clear captions and labels attached to each task or process.

Example:

"We do not use AI without human oversight. We do not input confidential and sensitive information into any AI tool and only use AI tools/systems that comply with EU GDPR regulations. Therefore, in submitting your discrimination claims to us, please be assured that we do not use AI for any of: [list sensitive in-house processes where AI use is banned]. To learn more about how we use AI and audit our oversight processes, contact [add details]"

AI Use Tagline* (To be amended for specific tasks or content types)

*At the discretion of each EB, a Disclaimer Statement may be added after the AI Use Tagline.

To [name of task], [type of AI software] was used. All [sensitive aspects of content output] are fact-based, fact-checked and production tasks were undertaken by us. If you have any questions or feedback, contact us on: [add details].

Examples:

1. "To provide information about your rights in your language, this caption was ethically translated using artificial intelligence. All pictures were taken by humans, all quotes are genuine, and all individuals were also interviewed by our team. If you have any questions on our ethical translation process, or feedback, contact us on..."
2. "To provide information in more accessible formats, this podcast was made with GDPR-compliant audio generation software. All quotes are genuine, as all individuals cited were interviewed by our team. For more details and to view our AI policy, contact..."
3. "Voice generation software was used only to protect victims' identities. All words, names and dates are fact-based and fact-checked, through human oversight by the Office of the Public Defender."

Disclaimer Statement (General or task-based use)

"All artificial Intelligence service providers used by [EB name] are vetted for compliance with the General Data Protection Regulation, the EU AI Act and [add name of relevant national legislation]. While we routinely monitor AI platforms directly in use, AI companies may initiate partnerships with third-party entities and sub-processors without our immediate knowledge. By engaging with our products, services and staff, you acknowledge that [EB name] assumes no liability or responsibility for the conduct or outputs of third-party sub-processors or entities beyond our designated compliance reporting periods."

2.3 Environmental and Social Impact

BOX 1

TIPS FOR RATIONING AI USE

SENTENCE LEVEL

Reduce the number of text-based prompts by typing in paragraphs, rather than single lines. Remove greetings or extra words, to limit the energy used by the tool.

Example Prompt

Pasting or typing this: "July 14 is International Non-Binary People's Day—please suggest a 5-day campaign for a national anti-Discrimination agency in Finland" is one part of a task and generates one answer. It is better to type for various aspects of the topic, so that the tool responds in one prompt, instead of three or four. Be direct, and clear.

Suggested Batch Prompting: "Suggest a 5-day International Non-Binary People's Day campaign for Finland's anti-Discrimination agency; best times to post these campaigns; add Instagram posts."

FORMAT LEVEL

Try requesting several formats in a single generative AI prompt.

Example Prompt for a PDF upload

"Summarise this into a 12-slide presentation, a podcast and suggest LinkedIn captions."

THEME-BASED LEVEL

EB Teams may create a document containing AI outputs based on the same topic. Re-using and editing the prompts will reduce the number of queries or forecast reports generated by the AI system.

3. Risk Reduction

3.1 Crisis Response Guidelines

Crisis Response Statement Templates

Template 3.2

A. CRISIS RESPONSE STATEMENTS

It is recommended that crisis response statements include EBs reassuring the public of commitment to personal data security and reiterating that human oversight of any AI use remains a priority. Each statement may add a feedback provision paragraph if required (see part B for full examples).

DISCONTINUED USE

“Due to [reasons] we will no longer use [specific tool or feature of tool] for [type of tasks], in line with our commitment to [EB’s mission and vision]”

ALTERED USE

“We are changing how we use [generic tool features], for [reasons decided]. From [date of change] the [AI tool] will only be used for [type of tasks]. These measures are to adhere to [EB principles or relevant national/EU standards] and ensure that [list how altered use will safeguard stakeholders].”

CONTINUED USE

“Based on an (type of audit/investigation process) into how the (EB Office/EB Team) uses artificial intelligence to [purpose], we hereby inform interested parties and the general public that the (EB Office/EB Team) will continue using [name of AI tool/generic “current service provider”]. This is due to confirmation that [reasons for Continued Use], which is in line with the EU AI Act. Be assured that we remain committed to delivering [service being provided/continued by the EB], whilst prioritising data protection, [additional EB principles].”

FEEDBACK PROVISION

“The [EB Office/Team] welcomes your feedback/enquiries on [specific task]. Tell us how we can serve you better, as we prioritise human oversight of AI use. Contact us on [details].”

B. CRISIS RESPONSE STATEMENTS IN FULL

DISCONTINUED USE

“Due to data breaches beyond our jurisdictional control, the Ombudswoman of Croatia hereby discontinues all use of Findable AI for forecasting the level of harm faced by victims. This is in line with our commitment to providing stigma-free legal support and assistance to victims of discrimination.”

ALTERED USE

“The Slovak National Centre for Human Rights is changing how we translate languages in our communications procedures, to further protect the identity of stakeholders, particularly whistleblowers. From January 2025, artificial intelligence/Translations AI will only be used for audio translation of extensively anonymised data. These measures will ensure maximum reach of our services in all 24 official languages of the EU and ensure that whistleblower statements remain protected in accordance with national and EU law.”

CONTINUED USE

“Based on an internal/independent audit into how the Public Defender of Rights uses artificial intelligence to reduce waiting times for housing allocation emergencies, we hereby inform interested parties and the general public that the Public Defender of Rights will continue using Findable AI/our current service providers. This is due to confirmation that all sub-processors associated with the platforms under investigation have accurate reporting standards in line with the EU AI Act. Be assured that we remain committed to delivering efficient housing services for the most vulnerable in Czechia, prioritising data protection, timely service, and your human rights.”

FEEDBACK PROVISION

“The Equality Council welcomes your feedback/enquiries on our use of AI in delivering this service. Tell us how we can serve you better as we prioritise human oversight of AI use. Contact us on...”

3.2 Internal Protocols

INTERNAL PROTOCOLS

To standardise the type of material used in AI systems by EBs, to enable EBs to methodically audit their use of AI the following procedures are recommended:

A

Formatted and Anonymized Versions

B

AI Input Audit Form

C

AI Output Audit Form

Below are the AI Input & AI Output Auditing Templates

3.3 Auditing your AI Input

AI Input Audit Template

Template 3.4

AI INPUT AUDIT FORM

["Input" refers to any images, screenshots, Word documents, PDFs, or spreadsheets etc to be used in, or uploaded into AI systems]

Name of Material & Format (Title & filetype, e.g PDF, docx or xlsx)	AV (Accessible Version)	MR (Metadata Removed)	OA (Other type of Anonymization)
Responsible Individual(s):			Date
AI Tool to be used for Output:			

3.4 Auditing your AI Output

AI Output Audit Template

Template 3.5

AI OUTPUT AUDIT FORM

["Output" refers to any designs, text, presentations, translations, summaries, forecast reports or prompts created using AI systems]

AI Tool Used:	Time Start:	Time End:
Task Name (What the AI tool was used for)	Type of Oversight Required (Human supervision of AI task) MO/SO/EO*	Type of Hallucinations (Mistakes made by AI tool) FH or DH**
Total Time Spent on Task:		
Environmental/Ethical Measures taken; if any: (E.g. batch-preparation or recycling of prompts, etc)		
Responsible Individual(s) & Date:		

*Outline human supervision, cross-checking, etc., and categorise each in brackets as Minimal Oversight (MO), Significant Oversight (SO) or Extensive Oversight (EO).
**Outline any errors and categorise each in brackets as: Fact-based (FH) or Discriminatory (DH) Hallucinations.

4. Communications

4.1 Victim Awareness Communications Strategy

BOX 2

VICTIM AWARENESS CAMPAIGN ON AI-BASED DISCRIMINATION (EXAMPLES)

FLOWCHART

CHECKLIST

HAVE YOU BEEN TREATED UNFAIRLY WHILE USING AI?

If you think you have been a victim of AI-based discrimination and want to file a complaint, these are some next steps

Did you have to write in your personal information when using the AI tool?

- YES**: Is this AI tool linked in any way to your job, migration status or education?
 - NO**: This may be direct discrimination. Contact us to find out more.
 - YES**: Noted! But if you're still not sure about your rights, contact us on...
- NO**: Does the AI tool affect your access to essential services or benefits?
 - NO**: This may be indirect discrimination. Contact us to find out more.
 - YES**: Noted! But if you're still not sure about your rights, contact us on...

Noted! But if you're still not sure about your rights, contact us on...

HAVE YOU BEEN TREATED UNFAIRLY WHILE USING AI?

Evidence can be:

- Emails
- Screenshots
- Videos
- Legal Documents
- Photos
- Need assistance? We're here to help!

#Tasa-arvovaltuutettu

AR NAUDOJANT SU SU JUMS ELGETAS NETINKAI DI?

Jei manote, kad esate DI pagrįstos diskriminacijos aukta ir norite apie tai pranešti, tai keli tolesni veiksmai

Ar naudodamasis DI įrankiu turėjote įrašyti savo asmensinę informaciją?

- TAIP**: Ar šis DI įrankis kaip nors susijęs su jūsų darbu, migracijos statusu ar išsilavinimu?
 - NE**: Tai gali būti tiesioginė diskriminacija. Susisiekite su mumis dėl smulkesnės informacijos.
 - TAIP**: Gerai! Bet jei vis dar nesate tikri dėl savo teisių, susisiekite su mumis...
- NE**: Ar DI įrankis turi įtakos jūsų prieigai prie pagrindinių paslaugų ar privilegijų?
 - NE**: Tai gali būti netiesioginė diskriminacija. Susisiekite su mumis dėl smulkesnės informacijos.
 - TAIP**: Gerai! Bet jei vis dar nesate tikri dėl savo teisių, susisiekite su mumis...

Gerai! Bet jei vis dar nesate tikri dėl savo teisių, susisiekite su mumis...

Legio galimybės konsultacijoms telnyba

Έχετε υποστεί άδίκη μεταχείριση κατά τη χρήση της τεχνητής νοημοσύνης






Τα αποδεικτικά στοιχεία μπορεί να είναι:



- Email
- Στιγμιότυπα οθόνης
- Βίντεο
- Νομικά Έγγραφα
- Φωτογραφίες
- Χρειάζεστε βοήθεια; Είμαστε εδώ για εσάς!

5. AI Tools

This section summarises the functions and potential flaws of some AI tools demonstrated and discussed in the training session on Practical and Ethical Issues Surrounding the Use of AI in Communication in May 2024.

EB experts aiming to use these tools should note that:

-  The information contained in this section are suggestions;
-  The AI tools listed are primarily for communications duties or tasks;
-  AI tools/systems generally exhibit hallucinations and errors in output;
-  Neither the Author nor Equinet are affiliated with or benefitting from the listing of these AI systems/tools;
-  This information was compiled and deemed accurate as of 6 February 2025; AI system capabilities may change (improvement or otherwise), or tools may be discontinued by their deployers.

<h2>Google Gemini</h2>	<h3>RELEVANT FUNCTIONS </h3> <ul style="list-style-type: none">• Brainstorming ideas into content;• Analysing uploaded images;• Image generation from prompts;• Translation across more languages than most AI tools;• Summarising texts;• Generating presentations, scripts, etc.;• Provides multiple output choices, is recorded as exhibiting lower bias and more context;• Connects to Google Search to allow you verify Google Gemini results in real time;• Can be integrated with your other Gmail products (e.g. Google Drive);• Accessible by voice prompts.	<h3>POTENTIAL RISKS </h3> <ul style="list-style-type: none">• Privacy breaches could arise when integrating Gemini with other Google workspaces (e.g. Google Drive);• It is recommended that chat history storage is disabled, and crucial email accounts are not used for logging in.
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Pop AI

RELEVANT FUNCTIONS

- Analysing PDF reports for trends;
- Explaining graphs and charts;
- Preparing presentations;
- Generating mind-maps; images, podcast scripts, press release copy, SEO headlines, captions, campaign strategy, etc;
- Supports 200+ languages.

POTENTIAL RISKS

- Integrates several other AI tools which may have varied data protection risks (check this tool's privacy options/disclosures section);
- Need for information anonymisation;
- Accessible PDFs work best;
- Images may produce hallucinations.

Murf.AI

RELEVANT FUNCTIONS

- Turning text to voiceovers in 12 European languages, with options to choose from over 100 speaker voices;
- Generating explainer videos, training courses;
- Creating documentaries, podcasts of multiple speakers with soundtracks;
- Generating videos with slideshows of pictures or stock images (for copyright purposes, it is recommended you use your own stock music and videos).

POTENTIAL RISKS

- To download outputs, you need a paid basic plan;
- Anonymisation is key, because unless you hold a paid Enterprise Account, your data may be used for voice training—check your options;
- Limited languages offered.

ChatGPT

RELEVANT FUNCTIONS

- Brainstorming ideas and complex prompts;
- Summarizing and Analysing documents;
- Generating copy for podcasts, press releases, etc;
- Image generation;
- Supports file uploads e.g. charts and excel sheets;
- Allows for voice prompts;
- Features new "Reason" option to reportedly add "deep thinking" to its responses.

POTENTIAL RISKS

- Data privacy risks:
 - Edit your ChatGPT settings (under Data controls) to prevent use of your data for training;
 - Also limit connecting other apps (e.g. Google Drive, Microsoft OneDrive) to ChatGPT.

Ideogram

RELEVANT FUNCTIONS

- Image, poster and logo generation from text prompts.

POTENTIAL RISKS

- While results are relatively superior compared to other tools, generation quality is not consistent or fast on the free plan;
- Avoid using images that are similar to the likeness of existing people or similar to the work of other.

Canva

RELEVANT FUNCTIONS

- Text-to-image, text-to-video; text-to-Graphics;
- Create visual mock-ups for campaigns;
- Generate branded presentations, social media copy, posts and visuals;
- Batch-generation of content;
- Translation of content into various languages;
- Image, photo and audio enhancement.

POTENTIAL RISKS

- Integrates several other AI tools which may have varied data protection risks (check this tool's privacy options/disclosures section);
- Use privacy control settings to enhance data protection measures and anonymise information where necessary.

Speechify

RELEVANT FUNCTIONS

- Scan documents and listen (enhanced accessibility);
- Video generation;
- Convert content into voiceovers and download as audio files;
- Translation;
- Transcribing of files;
- Voice cloning for batch-production of content;
- Available in 24 European languages.

POTENTIAL RISKS

- Data privacy risks may occur; reduce these by limiting features used and stringent anonymization protocols.

Google Trends

RELEVANT FUNCTIONS

- Monitor what people are searching for online by city, region or country;
- Proactively develop campaigns using insights from your population;
- Use the “real-time” and “non-real time” filters to narrow or broaden your search topic;
- You can also set alerts.

POTENTIAL RISKS

- Relatively safe to use as the data is anonymised and you get a general overview;
- Data on trends are not always available for all countries, or for all cities in one country.

Buffer

RELEVANT FUNCTIONS

- Repurposing your content into SEO copy for various channels;
- Analysing your social media accounts (if added) to measure audience insights and schedule posts;
- Generating reports on audience reach;
- Can be integrated with other workspaces (e.g. our Canva account, Google Drive).

POTENTIAL RISKS

- Privacy breaches could arise when integrating Buffer with your social media accounts;
- Anonymization of data and limiting exposure is recommended.

Glanos

RELEVANT FUNCTIONS

- Batch anonymization of sensitive files;
- Prediction of news trends through automated news analysis.

POTENTIAL RISKS

- Appears to have high privacy but is very expensive to acquire, compared to other AI tools.

Equinet Member Equality Bodies

ALBANIA

Commissioner for the Protection from Discrimination
www.kmd.al

AUSTRIA

Austrian Disability Ombudsperson
www.behindertenanwalt.gv.at

AUSTRIA

Ombud for Equal Treatment
www.gleichbehandlungsanwaltschaft.gv.at

BELGIUM

Institute for the Equality of Women and Men
www.igvm-iefh.belgium.be

BELGIUM

Unia (Interfederal Centre for Equal Opportunities)
www.unia.be

BOSNIA AND HERZEGOVINA

Institution of Human Rights Ombudsman of Bosnia and Herzegovina
www.ombudsmen.gov.ba

BULGARIA

Commission for Protection against Discrimination
www.kzd-nondiscrimination.com

CROATIA

Ombudswoman of the Republic of Croatia
www.ombudsman.hr

CROATIA

Gender Equality Ombudsperson
www.prs.hr

CROATIA

Ombudsman for Persons with Disabilities
www.posi.hr

CYPRUS

Office of the Commissioner for Administration and the Protection of Human Rights
www.ombudsman.gov.cy

CZECH REPUBLIC

Public Defender of Rights
www.ochrance.cz

DENMARK

Danish Institute for Human Rights
www.humanrights.dk

ESTONIA

Gender Equality and Equal Treatment Commissioner
www.volinik.ee

FINLAND

Non-Discrimination Ombudsman
www.syrjinta.fi

FINLAND

Ombudsman for Equality
www.tasa-arvo.fi

FRANCE

Defender of Rights
www.defenseurdesdroits.fr

GEORGIA

Public Defender (Ombudsman) of Georgia
www.ombudsman.ge

GERMANY

Federal Anti-Discrimination Agency
www.antidiskriminierungsstelle.de

GREECE

Greek Ombudsman
www.synigoros.gr

HUNGARY

Office of the Commissioner for Fundamental Rights
www.ajbh.hu

IRELAND

Irish Human Rights and Equality Commission
www.ihrec.ie

ITALY

National Office against Racial Discrimination
www.unar.it

KOSOVO*

Ombudsperson Institution
<https://oik-rks.org/>

LATVIA

Ombudsman's Office of the Republic of Latvia
www.tiesibsargs.lv

LITHUANIA

Office of the Equal Opportunities Ombudsperson
www.lygybe.lt

LUXEMBURG

Centre for Equal Treatment
www.cet.lu

MALTA

Commission for the Rights of Persons with Disability
www.crpdp.org.mt

MALTA

National Commission for the Promotion of Equality
ncpe.gov.mt

MOLDOVA

Equality Council
www.egalitate.md

MONTENEGRO

Protector of Human Rights and Freedoms (Ombudsman)
www.ombudsman.co.me

NETHERLANDS

Netherlands Institute for Human Rights
www.mensenrechten.nl

NORTH MACEDONIA

Commission for Prevention and Protection against Discrimination
www.kszd.mk

NORWAY

Equality and Anti-Discrimination Ombud
www.ldo.no

POLAND

Commissioner for Human Rights of the Republic of Poland
bip.brpo.gov.pl

PORTUGAL

Commission for Citizenship and Gender Equality
www.cig.gov.pt

PORTUGAL

Commission for Equality in Labour and Employment
cite.gov.pt

ROMANIA

National Council for Combating Discrimination
www.cncd.ro

SERBIA

Commissioner for Protection of Equality
www.ravnopravnost.gov.rs

SLOVAKIA

Slovak National Centre for Human Rights
www.snsnlp.sk

SLOVENIA

Advocate of the Principle of Equality
www.zagovornik.si

SPAIN

Council for the Elimination of Ethnic or Racial Discrimination
igualdadynodiscriminacion.igualdad.gob.es

SPAIN

Institute of Women
www.inmujeres.gob.es

SWEDEN

Equality Ombudsman
www.do.se

UKRAINE

Ukrainian Parliament Commissioner for Human Rights
www.ombudsman.gov.ua

UNITED KINGDOM - GREAT BRITAIN

Equality and Human Rights Commission
www.equalityhumanrights.com

UNITED KINGDOM - NORTHERN IRELAND

Equality Commission for Northern Ireland
www.equalityni.org

** This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.*



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