

# Contents

<b>Preface</b>	<b>4</b>	<i>E. Public security, public order, criminal offences, protection of health, and protection of the rights and freedoms of others</i>	79
<b>Introduction</b>	<b>5</b>	<i>F. Other exceptions</i>	79
<b>1 Protected grounds of discrimination</b>	<b>7</b>	<i>G. Positive action</i>	79
<i>A. Introduction to the transposition of the anti-discrimination Directives</i>	8	<i>Table: Positive action</i>	82
<i>B. Which grounds are covered?</i>	10	<b>4 Access to justice and effective enforcement</b>	<b>85</b>
<i>Table: Protected grounds</i>	11	<i>A. Judicial and administrative procedures</i>	86
<i>C. Racial or ethnic origin</i>	13	<i>Legal action in the private sector</i>	86
<i>D. Religion or belief</i>	15	<i>Legal action in the public sector</i>	89
<i>Specific provisions on religion or belief – ethos-based organisations</i>	19	<i>Obstacles to effective access to justice</i>	89
<i>E. Disability</i>	20	<i>B. Legal standing and associations</i>	91
<i>Specific provisions on disability – the reasonable accommodation duty</i>	24	<i>Entities which may engage in procedures</i>	91
<i>Table: Reasonable accommodation</i>	29	<i>Table: Legal standing</i>	93
<i>Specific provisions on disability – health and safety</i>	31	<i>To engage ‘on behalf of’</i>	96
<i>F. Sexual orientation</i>	32	<i>Collective redress</i>	97
<i>G. Age</i>	33	<i>Legitimate interest</i>	99
<i>Specific provisions on age</i>	34	<i>C. Burden of proof</i>	100
<i>H. Assumed and associated discrimination</i>	40	<i>D. Victimisation</i>	104
<i>I. Multiple discrimination</i>	43	<i>Table: Victimisation</i>	106
<b>2 Definitions and scope</b>	<b>45</b>	<i>E. Sanctions and remedies</i>	107
<i>A. Direct discrimination</i>	46	<b>5 The role of equality bodies compared</b>	<b>113</b>
<i>Table: Direct discrimination</i>	47	<i>A. Grounds covered</i>	115
<i>B. Indirect discrimination</i>	49	<i>Table: Specialised bodies</i>	115
<i>Table: Indirect discrimination</i>	49	<i>B. Competencies of equality bodies</i>	121
<i>C. Harassment</i>	52	<b>6 Implementation and compliance</b>	<b>129</b>
<i>Table: Harassment</i>	54	<i>A. Dissemination of information and social and civil dialogue</i>	130
<i>D. Instructions to discriminate</i>	56	<i>Dissemination of information and awareness-raising</i>	131
<i>Table: Instructions to discriminate</i>	56	<i>Social and civil dialogue</i>	133
<i>E. Personal scope</i>	59	<i>B. Ensuring compliance</i>	135
<i>F. Material scope</i>	60	<b>Conclusion</b>	<b>139</b>
<i>Table: Material scope of the Directives</i>	60	<b>ANNEX 1 Signature/ratification of international conventions</b>	<b>143</b>
<i>Employment</i>	61	<b>ANNEX 2 Main national specific anti-discrimination legislation</b>	<b>147</b>
<i>Social protection</i>	62	<b>ANNEX 3 National specialised bodies</b>	<b>157</b>
<i>Social advantages</i>	63		
<i>Education</i>	63		
<i>Access to and supply of goods and services</i>	67		
<i>Beyond the Directives</i>	70		
<b>3 Exceptions to the principle of equal treatment and positive action</b>	<b>73</b>		
<i>A. Genuine and determining occupational requirements</i>	74		
<i>B. Armed forces and other specific occupations</i>	75		
<i>C. Nationality</i>	76		
<i>Table: Nationality</i>	76		
<i>D. Family benefits</i>	78		