

Örebro Rättighetscenter mot diskriminering

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Who are we?

We are a non-profit, anti-discrimination bureau, which works for human rights and equal opportunities.

- We can help you with advice, support and information if you feel unfairly treated on grounds of gender, gender crossing identity or expression, ethnicity, religion or belief, disability, sexual orientation, or age.
- Örebro Center for equal rights organizes lectures and other activities that members and the public can take part in.
- Even schools, employers and other organizations can book training courses and lectures of us.
- We work to gather with discrimination ombudsman and 17 Anti-discriminatory bureaus in whole country.

What is discrimination?

When someone is not treated as fairly as someone else in a similar situation, or treated differently because they are different in some way, which is connected to the law.

The Swedish law recognizes two kinds of discrimination:

- Direct discrimination: When a person or a group face unequal and unlawful treatment or is treated less favourably than another in a similar situation.

Example:

A job advertisement, which says, "The disabled are not to apply"

- Indirect discrimination: When apparently neutral provisions, criterion or practice could disadvantage people.

Example:

Asking all people who apply for a certain job to sit for a test in a particular language, even though that language is not necessary for the job. The test might exclude more people who have a different mother tongue.

The Swedish law covers seven grounds of discrimination:

- Gender
- Gender crossing identity or expression
- Ethnicity
- Religion and belief
- Disabilities
- Sexual orientation
- Age

1. Gender (kön):

That someone is male or female. Even those who intend to change or have changed their gender are included in gender discrimination basis.

Example:

On Toleredss school in Gothenburg pupils traditionally played soccer and volleyball against the teachers before each commencement. The boys may choose whether to play football or volleyball. Girls have not the same possibility, who are referred to the volleyball.

A 16-year-old girl wished to select football, but was rejected from the by the judge. The girl reported the incident to the Ombudsman for JämO (Equality, Equal Opportunities Ombudsman.)

Discrimination Ombudsman has reached a settlement with the city of Gothenburg .The settlement means that the municipality replace her with 15 000 SEK.

2. Gender crossing identity or expression (Könsidentitet och könsuttryck):

A person that does not identify him/herself as male or female, or through clothing or otherwise express that He/She belongs to a different gender.

Example:

In December 2004, DO (JämO) and Falck Security Co. reached a settlement in a case relating to discrimination against a transsexual (female-to-male) worker who went through providing training to guardians. The Employer suspended her training and withdrew the employment offer made for her (to work as a security person) on the grounds that her legal name of a female and appearance that is of a male are inconsistent in terms of gender. In the settlement, the company admitted gender discrimination and paid the employee 20,000 kronor in damages.

3. Ethnicity (Etnicitet- etnisk tillhörighet):

National or Ethnic origins, when a person is differently or unfairly treated because of his/her Color, ethnic or national origin or language.

Example:

In November 2007 Gothenburg's District Court sentenced Gothenburg's housing management west city of AB to pay damages for the denial of a man with a foreign last name to come and look at an apartment.

While two people with English surnames were offered to see the apartment. The company paid 40,000 kronor in damages to the man.

4. Disabilities (funktionshinder):

Physical, mental disability, Lack of skill or professionally challenging cases due to work injury or birth-defects or later impairment, cases that are prone to happen.

Example:

Huddinge District Court sentenced in October 2006 a pub to have discriminated disability. The man used the walker and was denied entry to the pub, on the grounds that he was intoxicated. The alleged intoxication restaurant could not prove. The man was sentenced to damages of 15,000 kronor.

5. Sexual orientation (Sexuell läggning):

Persons that are usually classified according to sex, gender or Sexual Orientation. Society presieves them differently or treats them unfairly because they are homosexual, bisexual or heterosexual.

Example:

The Supreme Court ruled in March 2006 restaurant Fridhem to damages for discrimination ased on sexualorientation. The event was about a same-sex female couple gave each other a kiss and a hug in the restaurant. They were dismissed from the restaurant.

The case received 15,000 kronor in damages.

6. Age (Ålder):

To be different or unfairly treated because of their age.

Example:

In Sweden, up until recently older people were denied loans from their banks despite the fact that they may own valuable property that could be used as security for the loan.

7. Religion and belief (Religion eller annan trosuppfattning):

Be differently or unfairly treated because of religion or belief.

Belief "means something other than" religion "but is limited to an opinion which has its basis in or connection with a religious affiliation. It is not ethical, philosophical or political values/beliefs.

Philosophies as Buddhism, Atheism and Agnosticism comparable to religion and covered by the concept of belief.

Example:

Two Muslim women were forced to leave the swimming pool when they followed their children to watch over them, because they had veil on their head. The incident occurred in Kärra, Gothenburg in January 2008. The City of Gothenburg obliged to pay 20,000 each to the women.