

ARE YOU BEING
DISCRIMINATED
AGAINST BECAUSE
OF YOUR
RACE
OR
ETHNIC
ORIGIN?



Klagekomitéen for Etnisk Ligebehandling



INSTITUT FOR MENNESKERETTIGHEDER

PROHIBITION AGAINST DISCRIMINATION

No matter where you come from, nor matter which ethnic origin you have, you shall be treated with respect. Discrimination on grounds of race or ethnic origin is prohibited.

You can file a complaint with The Complaints Committee for Ethnic Equal Treatment if you have been discriminated against.

YOU CAN FILE A
COMPLAINT WITH
**THE COMPLAINTS
COMMITTEE FOR
ETHNIC EQUAL
TREATMENT**
IF YOU HAVE BEEN
DISCRIMINATED
AGAINST

WHAT IS DISCRIMINATION?

Discrimination on grounds of race or ethnic origin means that you are treated worse than others because of race or ethnic origin.

Illustrations:

An employer may not refrain from employing you on the grounds that you have another ethnic origin. That is discrimination.

No one can deny you access to a discotheque because of the colour of your skin.

You may neither be refused to be rented a flat because your name sounds foreign.

However, discrimination is more than that. An insurance company is typically not allowed to demand that you are fluent in Danish in order to let you take out an insurance policy.

Harassment because of your ethnic affiliation is also prohibited. Like anybody else in the Danish society, ethnic minorities should be treated with respect. Your employer must ensure that you are not harassed in the workplace.

And if, for example, you are a student, you may not be ridiculed or humiliated by your teacher because of your ethnic origin.

The prohibition against discrimination applies to everybody. Therefore you are also not to be treated worse than others because you are an ethnic Dane.

The prohibition against discrimination applies within the labour market, for example within;

- *employment, dismissal, transfer, and promotion.*
- *pay- and working conditions*
- *vocational out-of school education*

The prohibition against discrimination also applies outside the labour market, for example within;

- *health care; for example doctors, chiropodists, psychiatrists, etc.*
 - *social advantages; for example social counselling, access to leisure activities, etc.*
 - *education; for example school, adult education, university, etc.*
 - *supply of goods and services; for example shopping in supermarkets, housing, access to restaurants, etc.*
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HOW TO FILE A COMPLAINT

If you want to send us a complaint, you must state:

- *what has happened,*
- *the reason why you find that you have been discriminated against, and*
- *of whom you are complaining.*

Please remember to enclose the materials you have which support your complaint. If you need assistance to file a complaint do not hesitate to call us at the telephone number 32 69 89 45.

When we have received your complaint, we will send a copy to the person about whom you are complaining.

If you complain because you think that you have been discriminated against, it is against the law for anyone to retaliate against you because you have made a complaint of discrimination.

When The Complaints Committee has received sufficient information, we decide whether or not you have been discriminated against because of your race or ethnic origin and notify you, and the person you have filed a complaint against, of the result.

Address for filing a complaint: see backside.

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SEND YOUR COMPLAINT TO

***Institut for Menneskerettigheder
Klagekomitéen for
Etnisk Ligebehandling
Strandgade 56
1401 København K***

Or e-mail it to:

klagekomite@humanrights.dk

*If you would like to have further
information, please do not hesitate to
write to the abovementioned address
or to visit our web page*

www.klagekomite.dk

*You are also welcome to contact us by
phone at 32 69 89 45.*