

About discrimination

A simple way to explain discrimination is that similar cases are handled in separate ways. It might be a case of discrimination when someone is disfavoured, and the disfavoured treatment is connected to one of the following grounds.

- sex
- gender identity or expression
- ethnicity
- religion or other belief
- disability
- sexual orientation
- age

Discrimination is a violation of human rights and is illegal according to Swedish law, irrespective of the intention behind the action.

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RÄTTIGHETSCENTRUM
— NORRBOTTEN

Rättighetscentrum Norrbotten (Centre for Rights Norrbotten) works for diversity and against discrimination. We can provide advice and support if you have experienced discrimination.

Our goal is to decrease discrimination and increase pluralism in the region by education, awareness raising, advocacy, and efficient support to persons who experience discrimination.

Rättighetscentrum Norrbotten
Sensus Norrland

Varvsgatan 53
972 33 LULEÅ

Phone: 0920-25 99 85

email: rattighetscentrum.norrbotten@sensus.se

www.rattighetscentrum.se/norrbotten

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**HAVE YOU
EXPERIENCED
DISCRIMINATION?**

Routines

Advice, support and assistance is free of charge.

We practice confidentiality. You own the information and decide who we share it with and who we contact.

We assist you to the extent that our time and resources allow.

Before we start an investigation, you will always be informed about the actions we plan to take.

All cases are different and will be treated individually. You can call us or email us to make an appointment or to ask questions about your situation.

Our three stages of assistance:

1. We meet so that you can inform us about what has happened. This helps us to evaluate if you have been subject to illegal discrimination. If the conclusion is that it is not a case of discrimination we can guide you to other actors who are more suitable to address the problem.

It is important to remember that acts that are perceived as discrimination are not always in violation of the Law against discrimination. The law does not cover all areas of society, and treatment that is hurtful and seems wrong sometimes fall outside the scope of the law.

2. If we suspect that the law has been violated, we can contact the involved parties – you decide if we do this. Normally we talk to the parties separately. We do this to ensure fair treatment and to give both parties an opportunity to give their version of what has happened.

If it is suitable, and you agree, we can invite the parties together for mediation in an effort to settle the dispute. Sometimes other actions are more appropriate, including supporting the union or offering education.

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3. If the parties cannot come to an agreement and the conditions are right, we can assist you to make a formal complaint to the Equality Ombudsman or other suitable actor. If we believe that a complaint will not be successful we will inform you about this.

Kontakta oss

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CENTRUM
NORRBOTTEN**

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