

What does the Equal Treatment Officer do in case of discrimination:

- She advises and supports those affected.
- She deals with issues relating to equal treatment and promotion of women.
- She accepts and processes inquiries, requests, complaints, suggestions or notifications from the employees.
- She lodges a disciplinary complaint if discrimination is suspected (With the written consent of the person concerned).
- She makes recommendations on all aspects relating to the violation of the principle of equal treatment.
- She files an application for expert opinion with the Equal Treatment Commission upon the consent of the person concerned.
- She provides written reports to the provincial government on the status of equal treatment and promotion of women.

What does the reversal of the burden of proof mean?

If a claim of discrimination is asserted at a court, the person concerned needs to merely establish facts based on which it can be presumed that there has been direct or indirect discrimination. Subsequently, it is the responsibility of the person who is accused of discrimination (e.g. employer) to prove that no discrimination has taken place.

Office of the Equal Treatment Officer of the Administration of the Province of Styria

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
Discriminated?

We will help you. Competently and discreetly.

Discrimination based on:

- Age
- Gender
- Ethnic Origin
- Disability
- Religion
- Sexual Orientation

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Obligation to maintain confidentiality!

The Equal Treatment Officer is subject to the absolute confidentiality (even after the completion of duties).

Why Equal Treatment?



Equal Treatment Officer of the Administration of the Province of Styria
Mag. Dr. Sabine Schulze-Bauer

It is one of the fundamental tasks of the state to protect its citizens against discrimination. This brochure provides information on key aspects of the provincial Equal Treatment Act and the legal options available in case of discrimination and encourages the persons affected to promptly defend themselves against discrimination.

What is meant by „direct discrimination“?

Direct discrimination is deemed to exist where one person has been treated, is treated, or would be treated less favourably than another person in a similar situation.

What is meant by „indirect discrimination“?

Indirect discrimination occurs where an apparently neutral provision, criterion or practice would put some persons over others at a particular disadvantage. Unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

What are the grounds for discrimination?

The provincial Equal Treatment Act deals with discrimination based on

- Gender
- Ethnic Origin
- Religion or Belief
- Disability
- Age
- Sexual Orientation

Equal treatment in the areas outside of employment, apprenticeship and training

What is meant by the principle of equal treatment in areas outside of employment, apprenticeship and training?

Provincial, municipal bodies and organs of the association of municipalities shall not discriminate directly or indirectly against any person regarding measures, particularly in relation to health, social services, access to and supply of goods and services which are available to the public, including housing and education.

What can you do in case of a violation of the principle of equal treatment in areas outside of employment, apprenticeship and training?

You can get advice and support from the Equal Treatment Officer of the Province of Styria. Individual administrative decisions can be appealed at the court or before the Administrative or Constitutional Court.

What rights do you have?

If you have been discriminated against due to non-application of the equal treatment principle, you are entitled to compensation for property damage as well as compensation for the personal injury suffered.

How can you assert your claims?

You can bring an action to the court for the property damage or for compensation of personal injury suffered. In this case, the applicant must credibly demonstrate the alleged violation of the equal treatment principle. The defendant has to prove that discrimination was not a decisive factor in the differential treatment. (Reversal of burden of proof)



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