



### No responsibility

#### Examples:

- asylum matters
- private companies
- dispute with neighbors
- court proceedings

### No discrimination

Certain circumstances can objectively justify different treatments!

#### Example:

Persons under 18 are not allowed to buy cigarettes. That is no age discrimination.

There is a solid reason for the restriction. It is supposed to protect the health of young people.

If you need advice and information, you can get in touch with us in person, by phone, e-mail and letter or via online from. Your personal information and data are handled with the utmost discretion.

**If you wish face-to-face consultation, we kindly ask you to contact us in advance!**

Our office is accessible barrier-free.

**Address** Upper Austrian provincial government  
anti-discrimination office  
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# Upper Austrian ANTI-DISCRIMINATION OFFICE

## Advice against discrimination and harassment

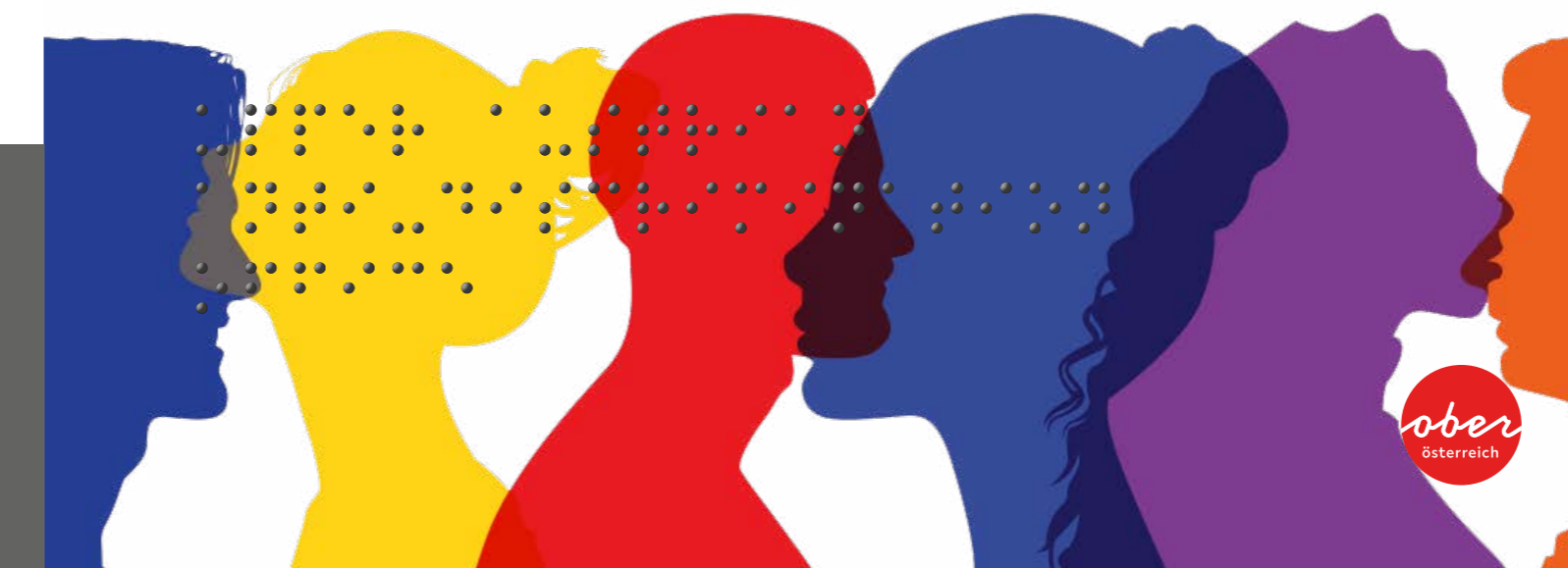


We support and provide advice to people who feel violated in the rights granted by the Upper Austrian anti-discrimination law. The consultation from the anti-discrimination office is free of charge, confidential and anonymous if desired.

### Requirements for responsibility:

1. There is a situation that represents discrimination or harassment.
2. The discrimination or harassment is based on a certain motive contained in the Upper Austrian anti-discrimination law.
3. The concern is subject to the competence of the anti-discrimination office.

If these conditions are not fulfilled, the anti-discrimination office is not allowed to take any measures!





## WHAT IS DISCRIMINATION?

Discrimination is an unequal treatment of persons or groups based on certain motives (e.g. descent, skin-colour, disability) that results in disadvantages for the people.

### Direct discrimination:

Direct discrimination means, a person receives less favorable treatment than somebody else in a comparable situation.

### Indirect discrimination:

Indirect discrimination means, apparently equal regulations, criteria or procedures can discriminate certain people.

### Harassment:

Harassment is an unwanted, inappropriate, offensive and potentially humiliating behavior for the person addressed.

### Incitement to discriminate:

The incitement or invitation to discriminate or harass someone else is also a form of discrimination.

### Discrimination by association:

Not the discriminated person holds one of the motives for a discrimination, but a person associated with him or her.



## PROTECTION AGAINST DISCRIMINATION

Since June 2005 the Upper Austrian anti-discrimination law (Oö. ADG) prohibits the discrimination or harassment of persons based on:

- **ethnic origin**  
Membership to a certain ethnic group or group of people.
- **beliefs**  
Opinion about the world due to thoughts and experiences.
- **sexual orientation**  
Sexual attraction to a specific gender.
- **religion**
- **disability**
- **age**
- **gender**

The Upper Austrian anti-discrimination law applies to issues of the federal land and the municipalities that are subject to the legislative competence of the Upper Austrian provincial government, such as:

 **SOCIAL ISSUES**


- social welfare benefit
- care allowance

 **PUBLIC SERVICES**

- infrastructure
- museums
- public baths

 **HOUSING**

- public or welfare housing
- housing benefit

 **EDUCATION**

- public schools education subsidies

 **JOBS**

- professions, determined by federal law

 **PUBLIC SERVICES LAW**

- employees of the municipalities and the state of Upper Austria

 **HEALTH CARE**

- hospitals
- rehabilitation facilities



## HOW CAN WE HELP YOU?

### Initial consultation

At the beginning we will analyze your situation and the competence of the Upper Austrian anti-discrimination office.

### Advice

In case we are responsible for your concern, we will inform you about the further possible (legal or miscellaneous) steps.

### Decision

If you wish an intervention, we will contact the discriminating office or person. Otherwise we can help you to find an alternative solution for conflict resolution. All measures are only taken with the consent of the concerned person.

### Conclusion

We postulate to stop the discrimination and enforce your rights.