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# Discrimination Hurts Deep Down Inside! : Fighting Discrimination in Europe

Inclusion Europe

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# Discrimination Hurts Deep Down Inside! : Fighting Discrimination in Europe

## **Abstract**

[Excerpt] Everybody has the right to be protected from discrimination

## **Keywords**

work, disabilities, person, discrimination, consumer, independence, freedom of choice, benefit, policies, equality, law, model, involvement, intellectual disability, harassment

## **Comments**

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# Discrimination hurts deep down inside!

Fighting discrimination in Europe



Inclusion Europe



Report

Inclusion Europe and its 40 members in these 29 countries are fighting against discrimination:

- Austria
- Belgium
- Bulgaria
- Czech Republic
- Denmark
- England
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary
- Ireland
- Israel
- Italy
- Lithuania
- Luxembourg
- Macedonia
- Moldova
- Netherlands
- Poland
- Portugal
- Romania
- Russia
- Scotland
- Slovenia
- Spain

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Scotland  
Tel.: (44) 141-226.45.41

NAMHI 5 Fitzwilliam Place  
Dublin 2  
Ireland  
Tel.: (353) 1-676.60.35

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## What is discrimination?

Just imagine...

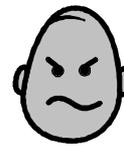


You want to eat in a nice restaurant.  
But the owner does not let you in.  
He says he does not want to serve disabled people.



You want to buy a ticket for a train.  
But there is a machine which you don't understand.  
That's why you don't buy a ticket.  
Later you have to pay a fine.

You go into a shop and look for a new shirt.  
Another customer comes in later.  
But he is served first.  
You have to wait and you get angry.



You want to live in your own flat.  
But your carers say "no".  
They don't even speak with you about it.

These are examples of discrimination.

**Discrimination is when people are treated badly,  
because they are different.**

For example, because they have a disability.

Discrimination hurts deep down inside!

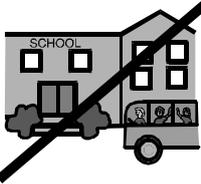
## What is discrimination?

Discrimination may take place at work.

Imagine a person who does the same work as a colleague.  
But he gets paid less because he has a disability.  
This is called **direct discrimination**.



Or imagine a person who wants a job as office cleaner.  
Then the employer says his office cleaners must have studied at high school.



This is not necessary for the job.  
It discriminates against people who have not studied at high school.  
This is called **indirect discrimination**.

Or imagine a disabled person who has found a job.

She is very happy and proud.  
But her colleagues call her bad names.



They make her life difficult.  
They don't like disabled persons.  
But her boss does not do anything against it.  
This is called **harassment**.



## What you can do against discrimination

Nearly everybody sometimes discriminates other people:

- When you say: “I don’t like coloured people”.
- When you are against gay or lesbian people.
- When you say: “He is stupid or an idiot”.
- When you are against Muslims or Jews.
- When you say: “This job is not for a woman”.
- When you don’t like disabled people.

Discrimination happens in everyday life.  
And often people do not know  
what they are talking about.

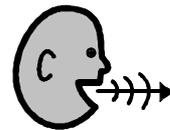
**Everybody can fight against discrimination!**

**Also you!**



You can ...

- ↳ Help people who are discriminated.
- ↳ Tell people about how it is to have a disability.
- ↳ Make friends with people who are different.
- ↳ Try to understand people who are different.



## What we can do against discrimination

Everybody has the right to be protected from discrimination.



That is why the **government** must help people who are discriminated.

The government must make laws against discrimination.

The government must also make sure that these laws are followed.

Many governments already made these laws.



15 countries in Europe form the **European Union**.

The European Union can also make laws.

The laws of the European Union are a kind of “super laws”.

They are called **Directives**.

Directives must be followed in all countries of the European Union.



The European Union has also made a Directive against discrimination.

This is good for everybody.

This Directive against discrimination must be followed

in all countries of the European Union.



## The European Directive

There is a European Directive that fights against discrimination at work. It will become law in most countries of the European Union by the end of 2003. Some countries can ask for more time until the end of 2006.



The Directive includes many things that are important for disabled people.



### Protection from discrimination at work

The Directive protects people from discrimination at work or in professional training. Both direct and indirect discrimination is forbidden.

This means for example that disabled people must get equal pay for equal work. It means also that employers can refuse people only if they really cannot do the job.



### Protection from harassment

The Directive also says that your government must protect you from bad treatment by other people.

## The European Directive

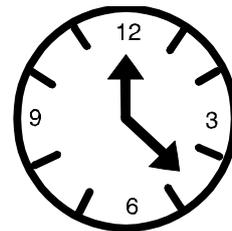
### Reasonable Accommodation

Reasonable accommodation has nothing to do with the place you live in. It means that employers must “accommodate” or respond to the special needs of disabled people. Employers must make it possible for everybody to have employment or training. But the money and effort needed for this should not be too much for the employer. It must be reasonable.



Let us take one example. Imagine you want to work as office cleaner. But you need longer to do the work than other people. And you need somebody to remind you about your work once in a while.

The employer should give you more time to do your work. Somebody should come sometimes to check with you your work. This is reasonable accommodation.



## **The European Directive**

### **Positive actions for disabled people are allowed**

Some countries have made laws that treat disabled people better than others.

For example, they reserve some jobs for disabled people.

This kind of positive action is still allowed.

### **Defending your rights**

If you think that you have been discriminated at work, you should be able to fight against it.

Your government must allow you to go to court or to complain in another way.

If you complain, you do not have to prove that someone has discriminated you.

This person must prove that he did not discriminate.



### **The right to information**

Your government must give you information about your rights as worker or job applicant.

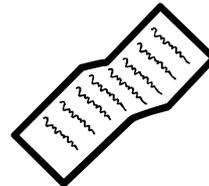
This information must be available in a form that you can understand it.

This can include easy-to-read texts, video or audio tapes.



## Checklist

Below you find some questions you can ask to find out if laws against discrimination exist in your country:



Have you received any information in easy-to-read, video or audio tape about discrimination at work?

Did anybody tell you about your rights to fight against discrimination?

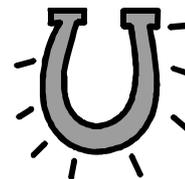
Do you know which special needs you have to find and keep a job?

Do you know what an employer has to do to make it possible for you to work?

Did somebody tell you what you can do to fight against discrimination at work?

Have you talked about discrimination with your friends, parents or carers?

If you have not checked all boxes there is still something to be done in your fight against discrimination.



## More information

To know more on laws against discrimination, contact the member of Inclusion Europe in your country (see page 2).



The following documents contain important information in easy-to-understand format:

- ↪ Basic principles for a disability-specific Directive on Non-discrimination.  
Position Paper of Inclusion Europe, 2002
- ↪ “Work it out!” Peer support manual  
LEV and project “Me, you, us in our common Europe”, 2002
- ↪ Discrimination and people with learning disabilities in the European Union. A Briefing for Policy-Makers  
LEV and project “Me, you, us in our common Europe”, 2001 (this document is not easy-to-read)

You can also find information on the website of Inclusion Europe:

**[www.inclusion-europe.org](http://www.inclusion-europe.org)**

# Inclusion Europe

The European Association of Societies  
of Persons with Intellectual Disability  
and their Families

Inclusion Europe speaks for people  
with intellectual disability and their families.  
Our members are  
organisations of self-advocates and  
parents from 29 countries in Europe.

Inclusion Europe work with  
the European Commission and  
the European Parliament.  
We tell them what our members want.

Inclusion Europe works in 3 main areas :

1. The fight against discrimination
2. Human Rights of people with  
intellectual disability
3. Inclusion of all people in society

Inclusion Europe publishes reports,  
newsletters and other documents.  
We organise conferences  
in many countries.  
We work closely together with all  
our members in Europe.



**Inclusion Europe**

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