



## **European network of legal experts in gender equality and non-discrimination**

### **NEWS REPORT**

<b>Country:</b>	Denmark
<b>Title:</b>	Adoption of a new act on disability discrimination
<b>Date:</b>	4 June 2018
<b>Expert:</b>	Pia Justesen
<b><u>Context</u></b>	
<b>Issue at stake:</b>	Danish parliament adopted new act prohibiting discrimination because of disability
<b>Ground of discrimination:</b>	Disability
<b>Source:</b>	Bill No. L 221 on Act on Prohibition of Discrimination because of Disability. Adopted May 31, 2018
<b>Field:</b>	Social protection, social advantages, access to goods and services, education, housing, other

### **Content**

**Law:** The Danish parliament has adopted a new act prohibiting direct and indirect discrimination on the ground of disability in all spheres of Danish society. The act enters into force on July 1, 2018.

The act expands the protection against discrimination on the ground of disability, which until now was only covered in the labour market.

The act applies to all public and private activities in all areas of society except for areas that are encompassed by the Act on Prohibition of Discrimination in the Labour Market and except for activities that are of a purely private nature. The aim of the act is to provide the same protection against discrimination for people with disabilities as is currently the case for the protected grounds of race, ethnic origin and gender.

The prohibition of discrimination in the act is defined in accordance with EU law.

There is no definition of disability in the act. The concept is to be understood in accordance with the disability concept in the Act on Prohibition of Discrimination in the Labour Market etc., which has been developed by case law in accordance with EU law.

The act does not include an obligation to provide reasonable accommodation and accessibility.

The act defines discrimination by association as illegal discrimination in accordance with EU law.

The act prohibits victimization in accordance with EU law.

The act establishes a shared burden of proof in accordance with EU law.

Individuals who experience discrimination because of disability may file a complaint to the Board of Equal Treatment. The Board can issue financial compensation to victims of discrimination because of disability.

**Internet link source:** <http://www.ft.dk/samling/20171/lovforslag/L221/index.htm>.