

## FOREWORD

The starting point for Norwegian legislation is that all who live in Norway shall have **equal opportunities and rights in society**. At the same time there are differences amongst the population – between women and men, and between the majority and the minorities.

This brochure is a step along the road to **fighting and ultimately banishing discrimination**. We wish to do this by publishing information on protection against discrimination.

The idea is that the more you know about the protection afforded to you by law, the more you will **use the rules and invoke your rights**.

This brochure was prepared by the organisation Legal Rights for Women, JURK, in co-operation with the departments for Women's rights, Children's rights, equality and discrimination, KVIBALD, at the Faculty of Law in Oslo.

We are grateful for useful input we have received from the Equality and Anti-discrimination Ombud (LDO), The Institution Against Public Discrimination (OMOD), OASEN-women crossing boundaries and the Norwegian Red Cross.

If you have any questions or comments concerning the brochure we will be pleased to hear from you. Please contact JURK. You will find contact information on Section 6.2.

We hope and trust that you will our brochure of use to you.

Best regards

JURK and KVIBALD, Tina Storsletten Nordstrøm  
*Spring 2010*

## LIST OF CONTENTS

1.0 WHAT THE BROCHURE DEALS WITH .....	5
2.0 DISCRIMINATION.....	6
2.1 What is discrimination? .....	6
2.2 Protection against discrimination .....	7
2.3 Unjustified differentiation is discrimination.....	9
2.4 Differential treatment that means that you are being treated less fairly than others, is discrimination.....	11
2.5 Differential treatment on the basis of grounds of discrimination, is unlawful discrimination .....	12
2.6 Direct and indirect discrimination.....	14
3.0 HARASSMENT.....	16
3.1 What is harassment?.....	16
3.2 What is racism? .....	18
4.0 VARIOUS SITUATIONS WHERE DISCRIMINATION MAY OCCUR .....	19
4.1 Education .....	19
4.2 Work .....	22
4.2.1 The ban against discrimination in the workplace .....	22
4.2.2 Pregnancy and work .....	23
4.2.3 Job interviews.....	24
4.2.4 Clothing in the workplace.....	25
4.2.5 Working in religious communities etc.....	27
4.2.5 Part-time employment.....	28
4.3 Housing .....	29
4.4 The family .....	31
4.4.1 Equality between women and men .....	31
4.4.2 Equality for children .....	32
4.5 Checking in at hotels .....	33
4.6 Public Offices.....	34

5.0 THE CONSEQUENCES OF DISCRIMINATION .....	35
6.0 WHAT SHOULD YOU DO IF YOU ARE A VICTIM OF DISCRIMINATION?.....	36
6.1 What to do?.....	36
6.2 Where can you go? .....	37
6.2.1 The Equality and Discrimination Ombud .....	37
6.2.2 JURK .....	40
6.2.3 The Office for Free Legal Aid in Oslo.....	42
6.2.4 Juss-Buss.....	42
6.2.5 OMOD .....	43
7.0 Legislation.....	44

## 1.0 WHAT THE BROCHURE DEALS WITH

**Have you experienced discrimination?**

Have you ever had the experience after attending a showing for a house or flat of receiving a refusal phone call because you are a foreigner, or not been able to get permanent employment because your Norwegian isn't good enough?

Have you experience others calling you unpleasant names, or that your husband believes that your son should be allowed to more things than your daughter?

Have you ever wondered if this is discrimination or harassment?

Have you wondered where you go, or call, to get help?

Then you should read this brochure.

The brochure is about discrimination.

**Section 2**

Section 2 explains what discrimination is.

**Section 3**

In section 3 we take up harassment and racism.

**Section 4**

In section 4 we describe a number of situations where discrimination arises and where we know from experience that immigrant women often find themselves in.

**Section 5 and 6**

Finally in sections section 5 and 6, we inform you of your rights if you have suffered discrimination and where you can get help.

## 2.0 DISCRIMINATION

### 2.1 What is discrimination?

Discrimination is the same as **treating people differently for no reason.**

This means in simple terms treating a person **less fairly or pleasantly on the basis of** religion, skin colour, national origins, ethnic background, gender, life stance, disability or similar.

Practice and research shows that women often have a lower position in society than men.

Immigrant women are more often confronted with problems arising from discrimination than Norwegian women. This is because the first group are both **women and foreigners**. In practice, many experience great difficulty in getting employment.

**The UN Commission on the Status of Women** has requested that Norway improves its dissemination of information on the protection of women against discrimination. The UN believes that knowledge is a premise for creating a more just and equal society.

## 2.2 Protection against discrimination

Different treatment for no due and valid reason

Discrimination means that you are being treated differently from others for no **due and valid reason**.

Discrimination means that you are being denied the same rights and possibilities as others.

One example of discrimination is that you lose your job because you are pregnant.

Discrimination is unjust and can be a degrading experience.

*But what actually constitutes discrimination?*

**DISCRIMINATION** has three key characteristics:

1. Unjustified
2. Treated unfairly
3. Basis for discrimination

1. Discrimination is **unjustified**.
2. Discrimination means that you **are being treated less fairly** than others in similar situations.
3. Discrimination is always based on one or more basis' for **discrimination**. For example because you are a woman or an immigrant.

**Discrimination must have all three key characteristics.**

**Discrimination is against the law in Norway**     **DISCRIMINATION IS ILLEGAL IN NORWAY.**

**Human rights**     It is also illegal to discriminate pursuant to **human rights legislation**. For example the Convention on Racial Discrimination says that you have the right not to be discriminated against on the basis of your ethnic roots. The Convention on Discrimination Against Women offers you protection against discrimination on the basis of gender.

**Compensation**     You can claim **compensation** if you are exposed to discrimination. Compensation means payment in money. The law courts are the only body that can award compensation.

**Punishment**     If exposes you to racism or other gross discrimination, they can be punished. For this to happen the incident must be reported to the police.

**LDO**     There is a special Ombud, **The Equality and Anti-discrimination Ombud (LDO)**, who can provide you with advice and guidance in discrimination cases. The Ombud can also deal with complaints about alleged discrimination.

## 2.3 Unjustified differentiation is discrimination

**Unjustified means without due reason**     **Unjustified** differentiation is discrimination. That something is unjustified means that there is no due and valid reason to discriminate.

*But what is due and valid reason to treat people differently?*

**Example**     In a case before the Equality and Anti-discrimination Ombud (LDO) a woman had applied for a job as a cleaner in a Church.

The woman had just moved to Norway. She spoke very little Norwegian at that time. The Church did not wish to employ her because her command of Norwegian was poor. The employer believed that this was due and valid reason not to employ her.

The woman felt that she had been treated unfairly. She thought that she didn't need to have a good command of the language in order to clean floors.

The LDO said that it was not due and valid reason that she had to be able to speak Norwegian in order to clean floors. This was thus deemed to be discrimination.

*How will you know what is due and valid reason to treat people differently?*

**Necessary** When considering whether discrimination is objective, you must consider whether it is **necessary and suited to the purpose** of achieving a fair and reasonable goal.

**Suited to purpose**

Discrimination is unnecessary if the goal can be achieved by other means.

**Disproportionate** Neither must discrimination be **disproportionately intrusive** against you. Disproportionately intrusive means that the act must be a greater burden for you, the party being discriminated against, that the importance of achieving the goal through discrimination.

**Seek help** Finding out whether something is unjustified discrimination can be difficult. You should **seek help** if you think you may be the victim of discrimination.

## 2.4 Differential treatment that means that you are being treated less fairly than others, is discrimination

### Unfairly treated

It is differential treatment discrimination that is unjustified and that results in you **being treated less fairly than others** in similar situations that is discrimination.

*But what does that mean: being treated less fairly than others in similar situations?*

### Example

A woman and a man apply for the same job. Both have the same education and experience (qualifications). They are in similar situations. One gets the job. The one that doesn't get the job has been treated less favourably than the successful applicant.

### Comparison

In order to find out if you have been treated less favourably, you must compare your situation with others in the same situation.

### The intentions of the person who treated you less favourably

It is **not** necessary that the person who treated you differentially, wanted you to find yourself in a less favourable position. It is sufficient that you are in a less favourable position. It is the effect of the act that counts.

## 2.5 Differential treatment on the basis of grounds of discrimination, is unlawful discrimination

**Grounds of discrimination** If discrimination is to be deemed to be unlawful discrimination, it must be based on one or several **grounds of discrimination.**

The law states that there are certain categories against which discrimination is illegal. These are called grounds of discrimination.

Discrimination must also be unjustified and result in that you will be unfairly treated compared to others in similar situations.

**Example** If for example you are refused the opportunity to **rent a flat** because you are a foreigner, this may be discrimination. Discrimination has in this case **incurred because you are from a different country or have a different religion.**

Grounds of discrimination pursuant to Norwegian legislation are:

- **gender** (female and male)
- **reduced functionality** (blindness, wheelchair user etc.)
- **ethnicity** (African, Chinese, Norwegian etc)
- **national origins** (country of origin)
- **skin colour** (brown, black, white etc.)
- **language** (English, Norwegian, Urdu etc.)
- **religion** (Christian, Islam, Hindu etc.)
- **age** (elderly or young)
- **sexual orientation** (lesbian and homosexual)
- **political beliefs**
- **life stance**
- **membership in labour organisation** (trade union)

## 2.6 Direct and indirect discrimination

Discrimination applies to **both**:

- |                 |   |
|-----------------|---|
| <b>Direct</b>   | 1. Discriminatory acts (direct discrimination)                              |
|                 | and   |
| <b>Indirect</b> | 2. Acts that <b>have a</b> discriminatory effect (indirect discrimination). |

*But what exactly is direct and indirect discrimination?*

<b>Example</b>	One example of <b>direct discrimination</b> is a case dealt with by the Equality and Discrimination Ombud (LDO) concerning an advertisement published by an airline. The company wished to employ a woman between the ages of 20-25 and of Norwegian national (ethnic) origins.
<b>Direct discrimination</b>	

LDO ruled that this was direct discrimination because the advertisement excluded many job seekers. The advertisement excluded many job seekers because only ethnic Norwegian women between the ages 20-25 could apply. All those who are sufficiently qualified must be able to apply for an advertised job. This kind of advertisement is direct discrimination and is unlawful.

**Example**

**Indirect  
discrimina-  
tion**

An example of **indirect discrimination** is a case dealt with by the LDO concerning a swimming baths where there was a standing order that "usual" bathing suits must be worn. This meant a one-piece suit, swimming shorts/trunks or bikini.

A number of women wanted to use something that covered more due to their religion. This was not allowed and they were not allowed to swim.

The rule applied to all, but nevertheless resulted in that these women were disadvantaged because they were unable to use the pool.

The LDO ruled that the **consequences** of the ban were discriminating for Muslim women. This was therefore **indirect discrimination**.

## 3.0 HARASSMENT

### 3.1 What is harassment?

**Annoying, harassing and offensive conduct**

Harassment is conduct or behaviour a person exhibits towards you, that is an **offence to your dignity and is felt by you to be annoying and offensive**. In other words that makes you feel victimised.

**Harassment is illegal**

The Discrimination Act and the Equality Act **forbids harassment** on the basis of gender, ethnicity, religion, sexual orientation or disability.

**Example**

Mobbing can be harassment. Mobbing can be that some one gossips about you (talks behind your back) or makes negative comments. Mobbing in the work place is illegal pursuant to the Working Environment Act.

**Example**

Many immigrant women who wish to live in accordance with western norms say that they experience harassment from their own ethnic environment. One example of this is that some Muslim women have unpleasant comments made to them if they don't wear the Hijab.

This type of mobbing is harassment, and is illegal.

**Sexual harassment** Some women experience sexual harassment at work.

Sexual harassment can be oral or physical, and encompasses amongst other things looks, touching, comments and showing images. **Sexual harassment is illegal.**

**Example** An example of sexual harassment can be that your boss pinches your bottom or touches you in other unsuitable ways, against your will.

**Applies everywhere** **Regardless of where harassment takes place, it is banned by law.** Harassment can take place in the street, in the home, at work, at a public office etc.

**Harassment is always discriminatory.**

**Violence** If harassment becomes physically violent, the perpetrator can be punished. In such case the incident must be reported to the police.

### 3.2 What is racism?

<b>Racism</b>	<b>Extremely gross</b> harassment that is based on the colour of your skin or ethnic origins is racism.
<b>Punishment</b>	<b>Racism is illegal</b> and punishable pursuant to the Penal Code §135a. Both written and oral comments are punishable by fines or imprisonment.
<b>Report to the police</b>	If you experience racism you <b>must go to the police and report it</b> . The police can help you with the report.

## 4.0 VARIOUS SITUATIONS WHERE DISCRIMINATION MAY OCCUR

In this section of the brochure we will present a number of concrete examples of discrimination from various areas of life. We ask questions we believe are relevant for you, and try to provide answers.

### 4.1 Education

Many girls find that their parents prioritise their brother's education over their own – *is it legal to treat children differently with regard to education?*

**Boys, girls, women and men have equal rights to education**

Boys and girls and women and men have **equal rights to education.**

This means that they the same right to attend school and shall have equal time for homework. They also have the same right to decide what job they wish to take.

**Religious schools**

Some religious schools teach the pupils that women and men have different worth and different roles.

*Is it legal for schools to teach these kinds of values?*

The answer is no. The Equality and Discrimination Ombud (LDO) and The Complaints Board have said no to schoolbooks that teach that girls and women are subservient and must obey men. This applies in all schools, including religious schools.

Human rights legislation protects young females from being brought up to believe that they are inferior.

### Example

In a case relating to Christian schoolbooks men and women, represented in the books as fathers and mothers, were presented as different with regard to personality, ability and responsibility. The father was presented as the leader and superior, the leader.

In one of the tasks in the book the pupils were asked to underline the best word in the brackets to complete the sentence:

*“(Wives, Dogs and Cats) must obey their husbands”.*

The LDO ruled that the schoolbooks were discriminating and in breach of the Equality Act. **Women, men, girls and boys have the right to be presented as equal.**

**Religious communities**

Even though women and men are equal under the law, there are many who think that this does not apply to religious communities. Religious communities, including all forms of life stance communities will for example encompass a Church, Mosque or Temple.

**The law draws up the boundaries for the degree to which religious/life stance communities etc can treat women and men differently.**

*What is a religious leader or teacher say and teach?*

There is a limit to what a Minister, Pastor, Priest Imam or other religious leader can say.

**Example**

En religious leader does not have the right to bully or badger women. See section 3 for more details about harassment etc. Neither can a religious leader encourage the use of violence in the home against "disobedient" women and children.

## 4.2 Work

### 4.2.1 The ban against discrimination in the workplace

The ban against discrimination in the workplace

Discrimination in the workplace is illegal.

This means that you are protected against discrimination in:

- Advertising for employees
- Interviews
- Engagement
- Relocation
- Promotion
- Training
- Wages
- Leave of absence
- Cessation (that you have to leave your work)

Example

An Muslim woman **wished to travel on a pilgrimage** (hajj). She was working for SFO and was refused three weeks holiday to travel. SFO said that regard for the best interests of the children meant that she couldn't be away for so long.

She lodged a complaint with the Equality and Discrimination Ombud (LDO).

The LDO ruled that this was **indirect discrimination** because the woman was not given an individual assessment with regard to her request. She had therefore been treated **less fairly than others** because she was **religious**. SFO had **no due and valid reason** to refuse her request for holiday time off.

#### 4.2.2 Pregnancy and work

**Ban against discrimination due to pregnancy**

**It is illegal to discriminate against women due to pregnancy or childbirth.**

The Equality and Discrimination Ombud (LDO) has ruled in many cases concerning pregnancy and work.

**Example**

An woman had a job as a cook at a hotel. The woman was working part time as required. When the hotel decided to employ a new cook in a permanent full time position, the woman said she would like the post. The woman was promised the job. After the promise was made she became pregnant. The hotel then said that a different cook would be employed.

The woman approached the LDO for help.

The LDO ruled that this was discrimination because the reason why she didn't get the job was

that she was pregnant. This is illegal. Pregnancy is not **due and valid reason** for treating people differently. The woman was therefore able to continue working in her job.

### 4.2.3 Job interviews

**Not permitted to ask about religion or politics**

It is not permitted to ask about religion or political affiliations in a job interview.

*Have you ever been asked if you are religious in a job interview?*

**Example**

A woman was asked about this when she applied for a job with the University of Oslo. She was asked during the interview which faith she subscribed to. When the woman replied that she was Muslim, the interviewer asked about her eating habits. The woman lost self-confidence during the interview and afterwards felt that she had been discriminated against.

She sought legal advice and it was that said that she had been discriminated against.

## 4.2.4 Clothing in the workplace

### Illegal to discriminate on the basis of clothing

*Many wonder whether they have the right to wear a headscarf (hijab) at work.*

In the majority of workplaces you will have the right to wear religious clothing and symbols while you work. But you also have the right not to wear the hijab.

### The right to choose

As a woman living in Norway, **you have the right to choose** how you wish to dress. You also have the right to be treated on equal terms with others, even if you do dress differently.

The Equality and Discrimination Ombud (LDO) has dealt with a number of cases that concern **what rights women have to wear the hijab at work**. What the LDO says in these cases will also apply to other religious clothing.

### Example

En Muslim woman worked in a shop in a shopping centre. She wore a hijab at work. Her manager received a number of complaints from other shops in the centre. He therefore told the woman that if she wanted to keep her job she would have to stop wearing the hijab.

The woman found it too humiliating and unworthy to take off her hijab. She believed that she had been unfairly treated in comparison to others that wore a hijab, and that the dismissal was discriminating.

The woman contacted the LDO. The LDO ruled that this was **discrimination and at the woman had the right to wear a hijab in her workplace.** The grounds of discrimination were gender and religion.

**Exceptions for due and valid reason** If one is to refuse to allow a person to wear religious headwear or symbols there must be due and valid reason.

**Example** Some work tasks require a certain level of **safety.** In such cases an employer can demand that employees do not wear personal and/or religious symbols. This applies to work where it is necessary to wear helmets or personal protective clothing/equipment.

#### 4.2.5 Working in religious communities etc

**Discrimination in religious communities is illegal**

*Do religious institutions have the right to differentiate between women and men when taking on employees?*

**The starting point is that no religious community can differentiate between women and men or applicants from other religions** when hiring.

When hiring, religious communities can only differentiate between women and men when the post or position is **closely associated with religiously defined tasks** that can only be carried out by a member of a defined gender.

**Example**

This means that a church cannot decide whether a cleaner's job shall be given to either a man or woman.

## 4.2.5 Part-time employment

**Discrimination of part-time employees is illegal**

Many women in Norway work part-time, and wonder if they have the same rights as full time employees. Part-time means that you work less hours than a standard working week (37.5 hours a week).

*Is it true that an employer can afford you fewer rights when you work part-time?*

When you work part-time you have **the same rights** as full-time employees. This means that you have the same pension rights as full-time employees, but in accordance with the hours you work. This means that if for example you have a 50 % position, you have 50 % of pension rights.

**Priority for full-time work**

As a part employee you have the right to have priority when your employer decides to engage someone in a full time position. This means that you are first in the queue.

### 4.3 Housing

It is illegal to discriminate on the basis of ethnicity or gender in the housing market

Many immigrants find that it can be difficult to rent/lease or buy a dwelling/home. Dwelling or home means a house or a flat.

*Does a landlord have the right to take into account that you are an immigrant when renting out?*

**It is illegal to discriminate on the basis of ethnicity or gender in connection with the rental, lease or sale of a dwelling.**

Example when buying a home

Et example from the Equality and Discrimination Board is the Iranian family that wished to **purchase a house**.

The family made the best offer for the house, but the owners sold it to an ethnic Norwegian family. The owners said that they didn't dare to sell the house to foreigners because they didn't want any "trouble".

The family believed that this was discrimination and sought help.

It was said that the Iranian family had been refused the house because they were foreigners, and that they had been treated **unfairly in comparison to** ethnic Norwegian families. That the family were

foreigners and that the sellers were afraid of "trouble" was not **due and valid reason** to deny them the right to purchase the house.

This was discrimination.

**Example of rent/lease of a dwelling** It may also be discrimination if you cannot rent or lease a home because you are not from Norway or have a foreign-sounding name.

It is illegal to include terms in the Internet pages of [www.finn.no](http://www.finn.no) in the housing section that the landlord wants Norwegian applicants only.

## 4.4 The family

### 4.4.1 Equality between women and men

Many immigrant women find that their husbands do not want them to work or go out without an escort.

*- Is this discrimination?*

**It is illegal to discriminate against family members**

**The right to not be discriminated against also applies within the family.**

This means that as a woman you have the right to be **treated with the same respect and dignity as your husband**. You also have the right to decide what you want to do and when you want to do it.

**Example**

Some women say that their husbands tell them that they can't go out, use the telephone or Internet, or take work. If this is done against their will it is deemed to be loss of liberty, or, in simple terms, imprisonment.

**Depriving a person of their liberty is illegal in Norway** and whomever does this can be punished under law.

#### 4.4.2 Equality for children

Many girls find that they have shoulder more responsibility for housework than their brothers –  
*Is this discrimination?*

**It is illegal to discriminate between children in the family**

**Girls and boys have the right to equal treatment within the family.** This means that both girls and boys shall attend school and shall be respected equally in the home.

Many immigrant women find that their husband's hearts are in their homelands. This can result in that family does not want their children to become too "Norwegian" and to participate in society in the same way as Norwegian children.

**Children have the right to full integration in Norway.** This means that they have the right to participate in society, engage in leisure time activities, go to school and have friends.

**The right of children to be heard and to be part of the decision making process**

When parents are in the course of taking a decision on behalf of a child, the **child has the right to be heard and to participate in making the decision.** Girls and boys have the same right to be heard in matters that concern them.

**Parents have the right to advise children** when they are deciding on things such as hairstyles, clothes etc, but they do not have the right to force a

child. This applies equally to religious clothing and symbols.

#### 4.5 Checking in at hotels

##### Equal right to check in to hotels

**Checking in to hotels** can be a problem for women of foreign appearance. Many have found that they are refused access because due to their appearance they have been associated with prostitution.

*Is it legal to refuse women access on such grounds?*

##### Example

One example from the Equality and Discrimination Ombud (LDO) and Complaints Board concerns two Asian women who wished to book into a hotel in Oslo.

The two women, after the hotel staff referred to the rules, were denied rooms because they lived close to Oslo. The background for the rule was that the hotel did not wish to lodge drug addicts and prostitutes at the hotel. The women felt that it had been presumed that they were prostitutes because they were female and from Asia.

The women, who claimed that they had been discriminated against, complained to the LDO. The LDO and Complaints Board ruled that the incident came under the category **cross discrimination**. The women had been **unjustifiably treated differently**

**and unfairly that others**, because they were women and from a different country. The **grounds of discrimination** were both gender and ethnicity.

#### **4.6 Public Offices**

**Discrimination in the public sector is illegal**

Many immigrant women feel that they suffer discrimination when dealing with public service offices such as for example NAV.

**No public sector office can discriminate.**

Discrimination is differential treatment that:

1. Is unjustified,
2. Results in you being treated less fairly than others in similar situations and
3. Can be classified under one of the grounds of discrimination.

**Public employees, civil servants and institutions shall not discriminate.**

## 5.0 THE CONSEQUENCES OF DISCRIMINATION

**Complain-  
ing about  
discrimina-  
tion**

If you are exposed to discrimination you can complain to the **Equality and Discrimination Ombud (LDO)** or the law courts.

**Increased  
focus**

When you complain about discrimination you are helping to increase awareness and focus on **discrimination**. This helps to develop a less discriminating society.

**An end to  
discrimina-  
tion**

If the LDO finds that discrimination has been practised, it can ask the perpetrator to **stop discriminating**. The LDO can also encourage you and the other party to **find an amicable solution together**.

## 6.0 WHAT SHOULD YOU DO IF YOU ARE A VICTIM OF DISCRIMINATION?

### 6.1 What to do?

**Remember!** What you must **try and remember to do** when you feel that you have been discriminated against when you are asking for help:

**What happened?**

- Think through **what happened**. Note down the events/incident in order to be able to recall it better.

**Why?**

- **Why do you think that you have been the victim of discrimination?** Is it due to your gender, ethnic background, skin colour, religion, sexual orientation, age, disability or similar?

**Proof**

- Do you have **documentation** that can prove what happened. Examples of documentation are e-mails, letter, witnesses and similar. Documentation is important because you have to **prove beyond all reasonable doubt** at discrimination has incurred.

## 6.2 Where can you go?

**LDO** If you have been the victim of discrimination you can contact **The Equality and Discrimination Ombud (LDO)**.

**Other organisations** There are also **many organisations** that can help you if you are exposed to discrimination.

Refer to the information below for details of various places where you can get help.

### 6.2.1 The Equality and Discrimination Ombud

**LDO** *What is The Equality and Discrimination Ombud (LDO)?*

- The LDO provides general **advice and guidance** about your rights.
- The LDO can assess whether **you have been exposed to unlawful discrimination**.
- The LDO provides advice on **how to proceed** in a discrimination case.
- The LDO **deals with complaints** and issues statements as to whether unlawful discrimination has taken place.
- The LDO **is bound by secrecy** and it is quite safe to contact the office.

## *How to contact the LDO*



You can **visit** the LDO:

Office hours are from 08.00-15.00 during the period 15<sup>th</sup> May – 14<sup>th</sup> September and from 08.00-15.45 for the remainder of the year.

Address: **Mariboegate 13, 4<sup>th</sup> floor.**



You can **telephone** the LDO:

Green number: **800 41 556**

Telephone: 23 15 73 00

Fax: 23 15 73 01

You can also send an SMS to 95 92 05 44.



You can **send a complaint** to the LDO:

Postboks 8048 Dep

N-0031 Oslo

Norway

You can also use e-mail: **post@ldo.no**

**Complaints to the LDO**     *What must a complaint cover?*

- A short report on **what happened**.
- Say **why you think you are the victim of discrimination** on the grounds of gender, ethnic background, skin colour, religion, sexual orientation, age, disability and similar.
- Enclose **documents** that you think are important.
- State the **name and address** of the person(s) that have treated you unfairly.

For more information on LDO go to their web pages: **[www.ldo.no](http://www.ldo.no)**.

## 6.2.2 JURK

### JURK

*What is Legal Advice for Women, JURK?*

- JURK is an independent legal aid initiative that is run by **female law students**.
- JURK provides **advice and guidance** on legislation and rules.
- JURK can help you by advising you where you can get help.
- JURK receives cases in several ways: that women contact JURK by telephone, in person, and at information meetings.
- **JURK is bound by secrecy** and you can trust us and feel safe when you contact us.

*How to contact JURK*



You can **visit** JURK:  
**Arbins gate 7 in Oslo**  
Tuesday 17-20  
Wednesday 12-15



You can **telephone** JURK:  
Telephone: **22 84 29 50**  
Monday 09-15  
Tuesday 17-20  
Wednesday 09-15



You can **write to** JURK:  
**Arbinsgate 7, 0254 OSLO**

Fax: 22 84 29 51

For more information about JURK go to JURK's  
web pages: **[www.jurk.no](http://www.jurk.no)**.

### 6.2.3 The Office for Free Legal Aid in Oslo

The Office for Free Legal Aid in Oslo can provide you with free advice. There is drop-in from Monday to Thursday between 16.00- 19.30.

**Visit** Address: **Storgata 19.**

**Telephone** Telephone: **23 48 79 00.**

### 6.2.4 Juss-Buss

Juss-Buss is a student-run legal aid initiative that provides free legal aid.

Juss-Buss receives new queries on Mondays between 10.00 and 15.00, and Thursdays between 17.00 and 20.00.

You can enquire as follows:

**Telephone** You can **telephone** Juss-Buss on:  
**22 84 29 00**

**Visit** You can **visit** Juss-Buss:  
**Arbins gate 7**  
0253 Oslo

For more information about Juss-Buss og to their Internet pages: **[www.jussbuss.no](http://www.jussbuss.no)**.

## 6.2.5 OMOD

OMOD is an organisation against public discrimination. OMOD can help you in discrimination cases.

You can contact OMOD as follows:

**Telephone** You can **telephone** OMOD  
Telephone: 22 20 87 97

**Write** You can send a **written query** to OMOD:  
Postal address: Pb. 4633 Sofienberg, 0506 Oslo

For more information about OMOD og to their Internet pages: **[www.omod.no](http://www.omod.no)**.

## 7.0 Legislation



Protection against discrimination is laid down in a number of laws. All laws are listed below.

- Gender Equality Act of 9<sup>th</sup> June No. 45 1978
- The Human Rights Act of 21<sup>st</sup> May No. 30 1999
- Anti-discrimination and Accessibility Act No. 42 2008
- Working Environment Act No. 63 2005  
Chapter 13
- The Anti-Discrimination Ombud Act No. 40 2005
- The Penal Code of 22<sup>nd</sup> May 1902 No. 10 §349a
- Anti-discrimination Act No. 33 2005
- The Rent Act No. 17 1999 §1-8
- The Co-operative Building Society Act of 6<sup>th</sup> June 2003 No. 39
- The Act Relating to Housing Co-operatives of 6<sup>th</sup> June 2003 No. 38
- The Property Unit Ownership Act of 23<sup>rd</sup> May 1997 No. 31
- The General Civil Penal Code of 22<sup>nd</sup> May 1902 No. 10

The above laws are published at **[www.lovdato.no](http://www.lovdato.no)** or **[www.ldo.no](http://www.ldo.no)**.

*We hope that you have found this brochure useful.*

*If you have any questions, please feel free to contact us.*