

WHO ARE THE ANTI-DISCRIMINATION AGENCY'S PARTNERS?

- the Federal Anti-Discrimination Agency
www.antidiskriminierungsstelle.de
- anti-discrimination agencies in other German states
- ministries of the state government of Rhineland-Palatinate
- self-organisations of the affected parties
- local governments
- associations, initiatives and clubs

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DIVERSE. DIFFERENT. EQUAL!

The Rhineland-Palatinate State Anti-Discrimination Agency

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Even today, discrimination is something that happens every day. Each and every day, people are discriminated against for a variety of reasons. Whether based on ethnic origin, gender, religion or worldview, a disability, age or sexual identity. There is no shortage of examples.

Perhaps older individuals are not considered for a job opening, or people are turned down in their request for housing due to their Islamic faith or the colour of their skin; a woman is paid less than her male colleague; homosexuals are insulted on the basis of their sexual identity; and to this day, not all workplaces, buildings or cultural offerings are barrier-free.

Discrimination has many faces and can affect each one of us. In Rhineland-Palatinate we want to live together in an open society and clearly counteract any attempt at discrimination. The Anti-Discrimination Agency provides information and instruction and eliminates doubts so that disadvantages cannot take root in the first place.

It also helps instruct people who are discriminated against about their rights, and helps them defend themselves. We can meet these responsibilities only if all segments of society work together. We are dedicated to achieving this.

Anne Spiegel
Minister for Family Affairs, Women, Youth,
Integration and Consumer Protection of the
State of Rhineland-Palatinate



WHAT IS THE FOUNDATION FOR THE WORK OF THE ANTI-DISCRIMINATION AGENCY?

The work of the Anti-Discrimination Agency is based on the provisions of the General Act on Equal Treatment [Allgemeines Gleichbehandlungsgesetz (AGG)]. Under the Law, no one is permitted to be disadvantaged or harassed on the basis of his or her

- ethnic origins
 - gender
 - religion or worldview
 - disability
 - age
 - or sexual identity,
- whether directly or indirectly.

This applies, among others, to the areas of private education and occupational training, the labour market and conditions of self-employment, access to professional self-organisations (management and labour), health care and claims to social goods and services, including the allotment of living quarters.



WHAT IS THE ANTI-DISCRIMINATION AGENCY'S MISSION?

The Agency's mission is to counteract and prevent discrimination in all its forms. A large number of institutions, associations and organisations are committed to achieving this within the state. The Anti-Discrimination Agency is their main point of contact.

It co-ordinates collaboration, provides assistance e. g. with the extension of points of first contact, and facilitates synergies.

Working with its partners, it develops ideas and projects that protect against discrimination and advances the interests of the state by promoting the diversity of its people.

The state's Anti-Discrimination Agency is the first point of contact and the counselling centre for individuals who have been discriminated against.

*"We network people.
We promote diversity.
There's no room for
discrimination!"*

