



CET

CENTRE POUR L'ÉGALITÉ
DE TRAITEMENT

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DIRECT DISCRIMINATION occurs when a person is treated in a less favourable manner than another is being, has been or would be treated in a comparable situation, on the basis of one of the above mentioned reasons.

INDIRECT DISCRIMINATION occurs when an apparently neutral provision, criterion or practice is likely to result in a particular disadvantage relative to other people.

HARASSMENT is also discrimination when based on one of the six reasons mentioned opposite, and if undesirable behaviour occurs, the purpose or effect of which is to threaten a person's dignity and to create an intimidating, hostile, degrading, humiliating or offensive environment. There are specific provisions relative to sexual and psychological harassment in the workplace.

Any behaviour that involves **CALLING** on anyone to demonstrate discrimination against other persons for one of the six reasons shown opposite is considered to be discrimination.

However, the principle of equal treatment does not prevent the continuation or adoption of specific measures (positive actions) intended to prevent or compensate for disadvantages linked to one of the reasons shown opposite.

CENTRE FOR EQUAL TREATMENT

The Centre for Equal Treatment was created by the law of 28 November 2006.

The Centre carries out its missions independently, and its purpose is to promote, analyse and monitor equal treatment between all persons without discrimination on the basis of race, ethnic origin, sex, sexual orientation, religion or beliefs, handicap or age.

In the performance of its mission, the Centre can notably:

- publish reports, issue opinions and recommendations, and carry out studies touching on all matters relating to discrimination;
- produce and supply all information and documentation within the framework of its mission;
- lend assistance to people who feel that they have been the victim of discrimination by providing them with an advisory and orientation service intended to inform victims regarding their individual rights, the legislation, case law and the means

for claiming their rights.

The Centre is not intended to directly get involved on behalf of victims of discrimination, but rather to serve as an important contact by means of its advisory and orientation functions, such as to carry out its mission on a consultative basis and with the distance required to objectively assess the existing mechanisms, structures and procedures.

COMPOSITION OF THE CENTRE

The Centre for Equal Treatment is made up of a panel of five members, including a chairman, appointed on the basis of their competence in the field of the promotion of equal treatment.

The Centre's members carry out their mission neutrally and independently.

They perform their functions without getting involved in on-going legal proceedings. Information to which the members may become privy as part of

the performance of their missions and relating to individual situations or cases is subject to professional secrecy. Professional secrecy does not prevent the communication, to the competent legal authorities, of all information that could establish, relative to the victim, discrimination as defined by the present law.

The Centre's members have the right to request any information, element or document, with the exception of any that is covered by medical secrecy or otherwise

by professional secrecy, that may prove to be necessary for the performance of their mission.

Once each year, the Centre provides the Government and the Chamber of Deputies with a general report on its activities.

To ensure a permanent residence, the Centre's secretariat is provided by two State employees, including an executive director and a secretary, who cannot be members of the Centre.



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PRINCIPLE OF EQUAL TREATMENT

Luxembourg legislation has ratified the principle of equal treatment and it protects against all direct or indirect discrimination based on:

MEMBERSHIP OR NOT, WHETHER TRUE OR ASSUMED,
IN A GIVEN RACE OR ETHNIC GROUP

SEX

SEXUAL ORIENTATION

RELIGION OR BELIEFS

HANDICAP

AGE

Any direct or indirect
DISCRIMINATION
based on these reasons is
FORBIDDEN!



MEMBERS OF THE CET

From left to right:

First row:

Catia FERNANDES - Member, Patrick HURST - Chairman, Annemie MAQUIL - Member

Second row:

Sandra REITER - Secretary, Anik RASKIN - Member, Nicole SIBENALER - Member,
Nathalie MORGENTHALER - Director

CET - Centre pour l'égalité de traitement
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