

## **BUG's focus areas for 2019- 2020**

### **at a glance**

BUG is in its fourth planning phase. On the basis of an analysis of the present situation in Germany, it has reached the conclusion that we will pay particular attention to the following areas:

#### *a) Religious discrimination*

BUG refers to religious discrimination when a person is treated differently from a comparable person, that is neither a non-believer nor a follower of a different faith, due to being a non-believer or follower of a different faith. An increasing polarisation of religions and the lack of equal recognition of all religions, e.g. exclusion from civil service (school, legal training (Referendariat) causes social tensions which are stirred up by international, religiously legitimated terrorism as well.

Non-believing can be a factor for exclusion within the scope of denominational employers. Thus lawsuits regarding **unequal treatment due to religion** in the areas of labour law, administrative law and civil law will be given legal assistance.

#### *b) 'Racial profiling' by the Federal Police*

While police performance is not covered by the AGG, BUG is supporting cases of people of colour who are increasingly subjected to identity checks by the Federal Police **despite the lack of a reasonable suspicion** (so-called 'racial profiling'). In BUG's point of view, this practice is violating Article 3 sec. 3 of the Basic Law. There is the need of bringing declaratory actions (so-called 'Fortsetzungsfeststellungsklage') to administrative courts. Since 2014, BUG is assisting claimants ('Beistand') according to administrative law (§ 67 sec. 7 VwGO) in complaints against 'racial profiling'. Since the judgement of the ECJ (21.06.17, C-9/16) concerning border controls one has to evaluate how this judgement affects the complaints BUG supports. In these cases BUG will approach further instances.

Moreover BUG will work towards an appropriate implementation of the judgments, for example through the development of transparent rules of procedure for police controls. If necessary BUG will become active on state level.

*c) Discrimination concerning the access to housing*

The rejection of people with a migratory background or Sinti and Roma in **accessing housing** seems to be an area where discrimination is a common practice. Unfortunately, legal action is rarely taken up, which explains the lacking development of legal standards and practices. During its fourth planning stage, BUG would like to identify cases of ethnical discrimination concerning the access to housing and to accompany such cases to court through assisting the claimants (Beistandschaft).

In particular BUG wants work on § 19 sec. 3 and sec. 5 AGG and give rise to its legal clarification.

In the course of “Fair mieten – Fair wohnen”, a specialist and coordination department which is managed by “UrbanPlus”, BUG will assist as a partner in several projects in a strategic way complaints against discrimination concerning the access to housing.

*d) Discrimination of Sinti and Roma*

Sinti and Roma experience in all areas of their life exclusion, discrimination and hostility in Germany. Eventhough discrimination against them is more and more realized, no German court had to judge a discrimination case of a person with a Sinti/ Roma background yet. Therefore BUG aims to support complaints in different areas as for example the **access to goods, services, work or administration**.

*e) Discrimination of transgender people*

In its fourth planning phase BUG wants to support complaints of transgender people. Those complaints can be lodged within the legal framework of the AGG and within the legal framework of the administrative law. Possible case scenarios could be the option to specify a non-binary gender in data recorded by the state, protection against discrimination concerning the **access to or within work or the gender neutral design of public changing rooms and toilets**.

BUG would be happy to assist complaints in the mentioned areas.