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Should you also wish to support the BUG, you can give a donation to the below account.

Please indicate in the line 'purpose of transfer': *Legal Fund Strategic Litigation against Discrimination*.

A donation receipt will be issued upon request.

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## Contacts

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## The Association

The Bureau for the Implementation of Equal Treatment (BUG) was constituted on 18th April 2009 in Berlin and is a registered, non-profit and charitable association.

It is registered at Amtsgericht Berlin-Charlottenburg under the Registration Number VR 28 695 B.

The BUG meets the requirements of § 23 of the AGG to support people in court, because it has more than 75 members.

You  
do not  
have to accept  
discrimination!

# BUG Büro zur Umsetzung von Gleichbehandlung e.V.



## You can take legal action against discrimination

Since 2006, the General Equal Treatment Act (AGG) has been in force in Germany. This means that discrimination on the basis of ethnic origin, religion, gender, age, disability or sexual orientation is illegal. Discriminatory treatment must therefore no longer be tolerated. This law gives people facing discrimination the opportunity to challenge discrimination in a court of law.

The Bureau for the Implementation of Equal Treatment (BUG) offers legal assistance to people affected by discrimination. BUG's key interest is to identify and assist the processing of legal cases that can have a positive effect not only for an individual but also for a community. This is known as 'strategic litigation'.

## Strategic cases against discrimination

### What is strategic litigation?

Strategic cases do help the individual who applies for legal assistance, as with all other complaints in court, to access their rights. However, strategic litigation also aims to obtain rights for a community affected by the same circumstances. The strategic development and interpretation of the Equal Treatment Act is of particular interest to the BUG. This will lead, in the long-term, to respect for equal treatment in our society.

### Have you been discriminated against and are you considering lodging a complaint with the court?

We encourage you to first contact an Anti-Discrimination Office in your region. If such an Office does not exist, then you should directly contact the BUG. An evaluation will need to be made to establish whether your particular situation is likely to succeed in court. Based on identified selection criteria the BUG will then assess if it has the capacity to assist you and your case. It should be noted that a claim of discrimination must be filed no later than two months after the incident. Therefore, you should not hesitate to take action immediately when you have been discriminated against.

### How does the BUG initiate strategic cases?

When the BUG has decided to support a lawsuit within the framework of the AGG, it will provide the resources for a competent lawyer who will work together with the BUG. In cooperation with the lawyer and client, the BUG will agree on possible lines of argumentation or legal action.

### What does the BUG offer?

When the BUG agrees to assist with a complaint, we offer an experienced and free lawyer. In case the lawsuit is lost in court, the BUG will cover the costs, if no other means are available to pay them. If required and strategic, the next higher legal authority will be approached.

For more information about the possibilities and conditions of assistance by the BUG please first consult the BUG's website. Please use this information to assess whether the BUG can offer support in your particular situation.

## What legal rights does the Equal Treatment Act provide?

The AGG prohibits discrimination in:

- Access to employment or self-employment, including selection criteria and recruitment conditions and in the context of professional promotion; this applies regardless of the employment activity and the professional position
- Employment and working conditions, including pay and dismissal
- Vocational guidance and training
- Membership of professional associations
- Social protection, social security and the health protection system
- Education and
- Provision of goods and services, including housing

The BUG provides legal assistance primarily in the areas of employment, education and access to goods and services.

## Objectives of the BUG

For building a society free from discrimination in Germany, the BUG aims to:

- Create precedents and case law
- Clarify, strengthen and expand non-discrimination legislation and the legal concepts contained therein
- Achieve legal certainty

We will also:

- Influence political decision-making processes and policies in the field of protection against discrimination