



If you suspect that you have been discriminated against at work, follow these steps

Discuss the discriminatory conduct with the employer. Request a report on the matter from the employer. The Act on Equality between Women and Men obliges the employer to submit a report in writing. As a rule, there is no corresponding obligation in the Non-Discrimination Act.


- If necessary, ask your shop steward or the occupational safety representative for help. 
- Please remember that if the situation involves harassment or other inappropriate treatment that causes health risk or hazard to the employee's health, the employer must take measures to stop it (Occupational Safety and Health Act, Section 28).

If, after discussing with the employer, you still suspect that you have been discriminated against on any grounds prohibited by law or if you do not receive a report on the matter from your employer, you can contact the authorities or your trade union to clarify the matter. If you belong to a trade union, discuss the matter with your shop steward before contacting the union.

- If the suspicion of discrimination concerns a ground for discrimination prohibited by the Act on Equality between Women and Men, contact the Ombudsman for Equality or your trade union. 
- If the suspicion of discrimination concerns a ground for discrimination prohibited by the Non-Discrimination Act, contact the Occupational safety and health authority, the Non-Discrimination Ombudsman or your trade union.
- If the suspicion of discrimination concerns a ground for discrimination prohibited by the Employment Contracts Act, contact the Occupational safety and health authority or your trade union.
- If the situation involves harassment or other inappropriate treatment that causes health hazards or other inappropriate treatment, contact the Occupational safety and health authority or your trade union.
- If necessary, the authorities will direct you to the right party. So do not worry about contacting the wrong authority.
- You can also contact the authorities anonymously.
- Please be aware that the documents you submit to the authority are, as a rule, public.

When reporting work discrimination to the authorities, be prepared to provide the following information:

- What actions or negligence of the employer do you consider to be discrimination?
- On what grounds, mentioned in the law, do you consider that you have been discriminated against?
- Has the employer been aware of the grounds for discrimination against you before making a decision that concerns you?
- Why do you consider that the employer has discriminated against you on this ground?
- How has the employer justified what you consider to be discrimination?

A violation of the prohibition of discrimination may result in the payment of compensation. 

- The compensation claim is brought to the district court.
- In order to bring a possible compensation claim, you should contact your trade union or a lawyer or advocate familiar with labour law.
- Please note that a discrimination case will expire in 1–2 years depending on the case. So act sufficiently quickly.



The grounds for discrimination prohibited by the Act on Equality between Women and Men:

- gender
- pregnancy, childbirth, parenthood and family care obligations
- gender identity
- gender expression

The grounds for discrimination prohibited by the Non-Discrimination Act:

- age
- origin
- nationality
- language
- religion, belief
- opinion, political activity, trade union activity
- family situation
- disability, state of health
- sexual orientation
- other personal reason

The grounds for discrimination prohibited by the Employment Contracts Act:

- fixed-term employment
- part-time employment