



WHAT IS DISCRIMINATION?

“HE GETS IT BUT I DON’T”

“He gets it but I don’t”, “They treat me like this because I have red hair”, “If I were an immigrant, I would have got it”. Just a few phrases that are familiar to a lot of people. This feeling of injustice is usually labeled ‘discrimination’. But, what is discrimination? In this brochure you can read about the legal grounds concerning discrimination, how you can prevent it and how you can stand up for your rights. We include a few examples of cases that look like discrimination but may not necessarily be against the law.



Definition

Discrimination literally means *making a difference*. There might be a risk of discrimination if a person or a particular group of people are treated differently based on characteristics that should not matter.

GROUNDS OF DISCRIMINATION

The Dutch law protects citizens against discrimination on the following grounds:



- race
- origin
- skin color
- religion
- personal beliefs
- age
- political conviction
- gender
- nationality
- sexual preference
- disability
- marital status
- working hours
- type of contract

Do you feel that you are being treated unfairly or discriminated against?

Please contact us:

T. 0113-397171

E. info@adbzeeland.nl

Or you can fill in the contact form on our website. We will respond as soon as possible.

www.adbzeeland.nl

[Facebookpage](#)

TWO KINDS OF DISCRIMINATION

There are two kinds of discrimination, Legal discrimination and the feeling of discrimination

Legal discrimination
Legal discrimination occurs when the grounds of discrimination are specifically forbidden by law. In addition, some anti-discrimination laws cover age discrimination.

The feeling of discrimination

This is when people feel that they are being discriminated against. But when there is no legal ground or law that protects people from feeling discriminated against. When it concerns this feeling of discrimination, it is difficult to take legal action. Still, we can usually do something

for you. Even if it is just listening to your story and recognizing the feelings that you have. We will listen to your story and give you some advice. This might be a relief and can be very helpful. Sometimes we choose to contact those who are making you feel discriminated against. We can try to reach for a solution in an acceptable way.



Do you feel that you are being treated unfairly or discriminated against?

Please contact us:

T. 0113-397171

E. info@adbzeeland.nl

Or you can fill in the contact form on our website. We will respond as soon as possible.

www.adbzeeland.nl

[Facebookpage](#)

EXAMPLES

If there is a job vacancy and it says you cannot apply if you are older than 21. In this case they clearly refer to a certain age. That is not allowed. Neither should a job advertisement state that the candidate must be a man.

If you are insulted by someone because you have red hair. You might feel discriminated against but there are no rules or anti-discrimination laws which you can appeal to in such a situation. The same applies if your request for insurance is being refused because of your age.

NO DISCRIMINATION?

Some cases look like discrimination, but it isn't.

In some cases it is permissible to make a difference. For example, if there is a job vacancy in which the candidates are being asked if they speak Turkish because the residents of a nursing home are mainly Turkish. In this case it

might be permissible to make a difference.

What is not allowed is to ask the candidates to have a Turkish nationality. In addition, a nurse that has a Dutch nationality might also speak Turkish. Also rejecting a candidate for a job as a receptionist because of poor Dutch does not necessarily involve discrimination.



HOW DO I KNOW IF I AM BEING LEGALLY DISCRIMINATED AGAINST?

It might be very hard for you to find out if you are being discriminated against on legal grounds. There are a lot of national and international laws and rules that protect people from discrimination. By filling in the sentence below you can probably find out if your situation has any legal protection. Choose the words that fit your situation best. Can't find your situation? Did you fill in the whole sentence? Contact us in all cases and discuss your situation with one of our staff members.

I am being...

excluded
refused
hired
hit
treated with different rules
threatened

on/in/by...

a / my employer
a café
a company
street
a sport club
school
public space

because...

I am Moroccan
I am a wheelchair user
I am a woman
I am gay
I am over 50
I am a Muslim
I am divorced



Do you feel that you are being treated unfairly or discriminated against?

Please contact us:

T. 0113-397171
E. info@adbzeeland.nl

Or you can fill in the contact form on our website. We will respond as soon as possible.

www.adbzeeland.nl
[Facebookpage](#)