

## Unfairly treated?

Have you experienced unfair unequal treatment? Then you may have been discriminated against. Norwegian law prohibits discrimination on grounds of ethnicity, religion, sexual orientation, functional ability, gender or age. It is also prohibited to bully or harass someone on these grounds.

### Examples of discrimination and harassment:

- A woman does not get a job because she is pregnant.
- A blind person is not allowed to take his guide-dog into a restaurant.
- A young person is not allowed into a bar/nightclub etc. because he has dark skin.
- A Muslim woman is told that she has to remove her hijab when she is at work.
- A homosexual man repeatedly receives comments and jokes about his sexual orientation.

**SPEAK OUT!**  
The Equality and Anti-discrimination Ombud helps individuals who have experienced discrimination.

## What is the Ombud?

The Equality and Anti-discrimination Ombud is a governmental agency that works to promote equality and diversity.

The Ombud makes sure that the laws prohibiting discrimination are complied with. Anyone who experiences discrimination can contact us. We will give you advice and help, and, if you wish, we can help you lodge a complaint. Using the Ombud is free of charge.

Sunniva Ørstavik is the Equality and Anti-discrimination Ombud. She has more than 60 employees to help her in her work against discrimination.

The Equality and Anti-discrimination Ombud aims to promote equality and combat discrimination on grounds of gender, ethnicity, religion, functional ability, sexual orientation and age.



Likestillings- og  
diskrimineringsombudet

### Contact us!

Toll-free green number:  
800 41 556  
Phone: 23 15 73 00  
Fax: 23 15 73 01

Mariboegate 13, third floor  
8048 Dep, NO-0031 Oslo  
Email: [post@LDO.no](mailto:post@LDO.no)  
[www.LDO.no](http://www.LDO.no)



Ombud  
Sunniva Ørstavik



design: [www.cox.no](http://www.cox.no) illustration: Lars Aurrande

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The Ombud will help you



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### UNFAIRLY TREATED?

Have you experienced unequal treatment because of your gender, ethnicity, religion, language, sexual orientation, functional ability or age? Then you may have been discriminated against.



### WRITE DOWN WHAT HAPPENED

- What happened?
- Who did it?
- Where did it happen?
- When did it happen?
- Did anyone see it and can confirm it?



### FIND THE RESPONSIBLE PARTY AND SPEAK OUT!

Find out who is responsible for the discrimination and tell them directly. If you do not speak out about discrimination, it is difficult to do something about it. Discrimination is often due to lack of knowledge, not malice. If you speak out, the case might solve itself.



### CONTACT THE OMBUD

The Equality and Anti-discrimination Ombud (LDO) gives advice and assistance to everyone who experiences discrimination. We can help you to assess whether the unequal treatment you have experienced is in violation of the anti-discrimination laws and help you to lodge a complaint.



### YOU CAN LODGE A COMPLAINT

If you choose to lodge a complaint, the Ombud will contact the party you have complained about to hear their version of the case. If the Ombud thinks there is reason to believe that you have been discriminated against, it is the party you have complained about who has to prove that the discrimination did not take place.



### OTHER SOLUTIONS

If the discrimination is difficult to prove or you do not wish to lodge a complaint, the case can be solved in other ways. In such case, the Ombud can advise you about who to contact to get help.



### IT HELPS

Many people manage to stop the discrimination after receiving advice and help from the Ombud. The advice can help them to agree on a solution with the responsible parties. By complaining to the Ombud, you also contribute to spreading knowledge about discrimination, so that others can avoid being treated unfairly in the future.



### CONTACT INFORMATION

Call us on: **800 41 556**  
mail us at: **post@ldo.no**  
send a letter to the Ombud (LDO),  
8048 Dep, NO-0031 Oslo, or see:  
**www.LDO.no** for more information.

You can also visit us at Mariboes gate 13 in Oslo. We can arrange for an interpreter.