

Equality and Non-Discrimination

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Office hours: Tuesdays, 17:00-19:00 (via MS Teams)

Course Structure

The course has seven live online sessions via MS Teams platform. You must have access to a computer or tablet with microphone for each live session. Use of video camera is not mandatory. Classes are conducted using the synchronous method (during the hours provided in the schedule).

Following the Rules of conducting courses in the winter semester of the academic year 2020/2021 (*Komunikat Dziekana Wydziału Prawa, Administracji i Ekonomii Uniwersytetu Wrocławskiego z dnia 14 września 2020 r.*) each session will be recorded. The recordings will be available for course participants, lecturer and professors until the end of the academic year 2020/2021.

The online nature of this class will push you to take an active role in the learning process. You will do this by collaborating with other students and the lecturer during online sessions, as well as through group work and activities. Your active participation in classes will be appreciated. During the classes you can use textbooks, articles and legal acts. However, it is necessary that you become familiar with them before the online session, so that you can easily use them and search for information.

Schedule

Meeting #1 (5.10.2020) – General introduction to the topic

- Format, course requirements and grading procedure
- Definition of key concepts (direct and indirect discrimination, harassment)
- The legal framework on equality:
 - European Union
 - Council of Europe
 - United Nations (incl. ILO)

Meeting #2 (12.10.2020) - Discrimination based on nationality, race and ethnicity

- Legal framework
- Retrospective overview and current issues
- Case-law

Meeting #3 (19.10.2020) - Discrimination based on religion

- Legal framework
- Retrospective overview and current issues
- Case-law

Meeting #4 (26.10.2020) – Gender discrimination

- Legal framework
- Retrospective overview and current issues
- Case-law

Meeting #5 (9.11.2020) - Discrimination based on sexual orientation

- Legal framework
- Retrospective overview and current issues
- Case-law

Meeting #6 (16.11.2020) - Discrimination based on age and disability

- Legal framework
- Retrospective overview and current issues
- Case-law

Meeting #7 (23.11.2020) – Test

Grading procedure

The basis for determining the final grade is the result of the written case-study test (conducted online, during the last classes).

This grade shall be reduced by the failed absences (each absence above one reduces the final grade by 0.5). As a result, the student who obtained a positive case-study grade, however, due to the number of the failed absences, obtains final grade below 3.0, cannot obtain course credit. Active participation in classes entitles each student to receive the final grade increased by 0.5. The final decision on student's grade rests with the lecturer. In case of any doubts, lecturer will take into account student's work and attitude towards the subject.

Participation

Attendance in online classes is compulsory. In line with the internal regulations, attendance will be monitored. Only one absence is allowed for the entire semester. Exceptions are made dependent upon the nature of the absence.

Students who are not able to attend the online classes due to the time zone difference must communicate in advance with the lecturer (via email).

Students who miss a live session are responsible for learning what they miss from that session.

Suggested Literature

1. Handbook on European non-discrimination law,
<https://fra.europa.eu/en/publication/2018/handbook-european-non-discrimination-law-2018-edition>
2. U. Belavusau, K. Henrard, *EU Anti-Discrimination Law Beyond Gender*, 2018.
3. Additional articles provided by lecturer before each classes

Legal Acts

1. Universal Declaration of Human Rights
2. International Covenant on Civil and Political Rights
3. International Covenant on Economic, Social and Cultural Rights
4. European Convention on Human Rights
5. Charter of Fundamental Rights
6. Council Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin