



Applying EU Anti-Discrimination Law

Seminar for Legal Practitioners

Tallinn, 25-26 September 2025



EXCELLENCE IN
EUROPEAN LAW

Speakers

Björn Olof Bräutigam, Litigation Lawyer,
Diskrimineringsombudsmannen (DO), Stockholm

Romanița Iordache, Senior Expert, Romanian
FRANET Team of the Fundamental Rights Agency of
the EU, Bucharest

Aislinn Kelly-Lyth, Barrister, Blackstone Chambers,
London

Rando Maisvee, Partner, MOSS Legal, Tallinn

Petr Polák, Senior Legal Adviser, Office of the Public
Defender of Rights, Brno

Mari-Liis Sepper, Human rights lawyer, Tallinn

Gaabriel Tavits, Professor in Social Law, Head of the
School of Law, University of Tartu

Key topics

- EU legal framework on equality
- Key concepts: direct/indirect discrimination, harassment
- Burden of proof
- Artificial intelligence
- Religious discrimination at the workplace
- Disability and reasonable accommodation
- LGBTIQ rights
- Ethnic origin

Language
English

Event number
125DV33

Organisers
ERA (Leyre Maiso) on behalf of the
European Commission (contracting
authority) and with the support of
the Estonian Bar Association



Applying EU Anti-Discrimination Law

Seminar for Legal Practitioners

Thursday, 25 September 2025

- 09:00 Arrival and registration of participants
- 09:20 **Welcome and introduction**
Leyre Maiso, ERA
- 09:30 **The EU legal framework on equality** – with special attention to the EU Charter of Fundamental Rights, its legal value and the issue of horizontal direct effect of Article 21 in the CJEU case law
Gaabriel Tavits
- 10:00 Discussion
- 10:15 **Definition of key concepts**
 - Direct discrimination
 - Indirect discrimination
 - Harassment*Björn Olof Bräutigam*
- 11:00 Discussion
- 11:15 Coffee break
- 11:45 **Proving discrimination**
 - The shift of the burden of proof
 - How to establish a presumption of discrimination, examples and CJEU case law*Romanița Iordache*
- 12:30 Discussion
- 12:45 Lunch
- 13:45 **Workshop: Discussion of a case study in working groups**
Petr Polák
- 15:00 Coffee break
- 15:30 **Results of the workshop and feedback**
- 16:15 **Equality, artificial intelligence, algorithms and automated decisions: How to detect and address discrimination in the context of AI?**
 - Discrimination risks and main fields
 - Legal resources available*Aislinn Kelly-Lyth*
- 16:45 Discussion
- 17:00 End of the first seminar day
- 19:30 Seminar dinner

Objective

The aim of this seminar is to enable participants to understand and correctly apply the EU anti-discrimination legislation in domestic disputes. The focus will be on certain aspects of practical importance for legal practitioners in the application of the two anti-discrimination Directives 2000/43 and 2000/78. Furthermore, topical and current issues in this field will be discussed. Interaction among participants will be encouraged through periods of discussion and working groups requiring their active participation.

Who should attend?

Lawyers and other legal practitioners (for example, from public authorities, trade unions or employers' associations, NGOs, labour inspectorates, equality bodies, etc.) from countries participating in the CERV Programme (EU Member States, Albania, Bosnia and Herzegovina, Kosovo*, Serbia, Ukraine).

*This designation is without prejudice to positions on status and is in line with UNSCR 1244 and the ICJ opinion on Kosovo Declaration of Independence.

You will learn...

- what the EU legal framework on equality is and how to apply it in practice
- to distinguish between the key concepts of direct/indirect discrimination and harassment
- under which circumstances the burden of proof shifts in discrimination claims
- how the CJEU interprets the anti-discrimination directives in its recent case law on religious symbols in the workplace
- about the legal status of the UNCRPD and its role as interpretative tool
- about the legal aspects of LGBTIQ equality

Location

Chancellor of Justice
Kohtu 8
15193 Tallinn

Friday, 26 September 2025

- 09:00 **Discrimination on the grounds of disability**
- The relationship between EU law and the UNCRPD
 - The concepts of disability and reasonable accommodation
- Petr Polák*
- 09:45 Discussion
- 10:00 **LGBTIQ rights in the EU**
- Sexual orientation discrimination
 - Intersex and transgender rights
 - Same-sex unions
- Mari-Liis Sepper*
- 10:45 Discussion
- 11:00 Coffee break
- 11:30 **Religious discrimination at the workplace and the recent CJEU case law regarding:**
- Headscarves
 - Religious employers
- NN*
- 12:15 Discussion
- 12:30 **Discrimination on grounds of racial or ethnic origin**
- Rando Maisvee*
- 13:00 Discussion
- 13:15 End of the seminar and lunch

For programme updates: www.era.int
 Programme may be subject to amendment.

Your contacts



Leyre Maiso Fontecha
 Deputy Head of Section
 E-Mail: lmaiso@era.int



Eva Healy
 Assistant
 E-Mail: ehcally@era.int

e-Learning

Test your knowledge, brush up on the basics and get a first taste of the course with our preparatory e-learning course:

www.era-comm.eu/anti-discri/e_learning

Resources

For multilingual resources on EU anti-discrimination law, including background documentation, speakers' slides on different topics, video recordings and an e-learning course, visit:

www.era.int/anti-discrimination

CPD

ERA's programmes meet the standard requirements for recognition as Continuing Professional Development (CPD). This event corresponds to **9 CPD hours**. A certificate of participation for CPD purposes with indication of the number of training hours completed will be issued on request. CPD certificates must be requested at the latest 14 days after the event.



Join our LinkedIn group
 on EU Equality Law

www.linkedin.com/groups/8126652/

Registration

Applying EU Anti-Discrimination Law

Tallinn, 25-26 September 2025 / Event Number: 125DV33



Applications for

Applying EU Anti-Discrimination Law on 25-26 September 2025

can be made online until 14 July 2025 on the following website:



www.era.int/?133463&en

Location

Chancellor of Justice
Kohtu 8
15193 Tallinn

Language

English

Contact

Eva Healy
Assistant
E-Mail: ehealy@era.int
+49 (0) 651 93737-121

Participation

Participation is only open to legal practitioners (for example, from trade unions or employers' associations, NGOs, labour inspectorates, equality bodies, etc.) from countries participating in the CERV Programme (EU Member States, Albania, Bosnia and Herzegovina, Kosovo*, Serbia, Ukraine).

The number of places at the event is limited and participation is subject to a selection procedure.

A response will be given to every applicant shortly after the deadline.

Important note

ERA reserves the right to cancel or postpone the event. We therefore strongly advise you not to make any travel arrangements or other financial commitments before receiving our final confirmation.

Registration fee

There is no registration fee.

Travel expenses

Travel costs will be reimbursed to a maximum of €450 upon receipt of all necessary documents.

Accommodation

Two nights' accommodation will be booked and covered directly by ERA.



ERA's equality law seminars are organised in the framework of the European Union's 'Citizens, Equality, Rights and Values programme 2021-2027' on behalf of the European Commission

EU Anti-Discrimination Law

Since 2003 ERA has been organising a series of seminars devoted to the two EU Anti-Discrimination Directives 2000/43 and 2000/78. For more information visit: www.era.int/anti-discrimination.

EU Gender Equality Law

Since 2009 ERA has been organising a series of seminars devoted to EU law on equal treatment between women and men. For more information visit: www.era.int/gender