

## I HAVE BEEN THE VICTIM OF DISCRIMINATION ON THE GROUNDS OF



### age

"I had a steady job and a good salary, but all of a sudden I got fired. I was 48 years old and I quickly realised that all doors were closed. I started looking for another job but they were asking for people no older than 30-35 years of age."



### racial or ethnic origin

"I saw an ad of a company hiring staff but when I went to apply, they told me that they were not hiring 'gipsies' or 'Albanians'."



### gender

"As soon as I returned to work from maternity leave, my employer fired me."

"Only men are selected for managerial positions in my work place."

"My employer is sexually harassing me by sending me text messages of an erotic nature and proposals to meet outside the office."



### sexual orientation

"I started having problems once people at the office discovered that I am gay. I became the target of humiliating and degrading comments on a daily basis. At some point I started receiving offensive e-mails. When I decided to report this to my manager, he responded that it was not his place to interfere."

### disability or chronic illness

"I went to a job interview but when the employer realised that my vision is impaired, he told me that the position had already been filled."

"After my accident, I was confined to a wheelchair. My employer was not willing to put a ramp to ensure I had access to my workplace. Instead he changed the physical location of my desk and I was assigned duties for people with much lower qualifications."

### religious or other beliefs

"I was not promoted at work because I am not an Orthodox Christian."

"I have not had my children baptised. This has resulted in negative comments towards me at work, as well as my employer treating me in a derogatory way."

### gender identity or sex characteristics

"I am a trans woman, and in my interaction with public services, I am usually treated with mistrust, I have to undergo multiple procedures to verify my identity, and in some cases I am even faced with refusal for my applications to be considered. I often endure sarcastic, malicious and offensive comments."

### family or social status

"I went to apply for a job but they did not even consider my application when they discovered that I was a single mother of two."

"I cannot get the welfare benefit that I am entitled to because I am homeless and I cannot provide a residential address."

## THE OMBUDSMAN IS THE NATIONAL EQUALITY BODY WITH A MANDATE TO COMBAT DISCRIMINATION AND PROMOTE THE PRINCIPLE OF EQUAL TREATMENT

**If you have been a victim of discrimination in the public or private sector** based on gender, race, age, national or ethnic origin, religious or other beliefs, disability or chronic illness, family or social status, sexual orientation, gender identity or sex characteristics, **you can file a complaint with us.**

### What you can do to support your case:

- Collect evidence, preferably in writing, to prove or corroborate that you have suffered some form of discrimination (direct, indirect, harassment, sexual harassment)
- Keep data relating to your application for a specific job advertisement, interview questions, etc.
- Keep a journal of relevant facts
- Keep a record of any witnesses' contact details

## WHAT THE OMBUDSMAN CAN DO

- Request the removal of discriminatory decisions or practices
- Make recommendations to the administration or the private employer
- Ask the competent authorities for a disciplinary or criminal investigation
- Assist with advice on your case

### The Ombudsman offers services:

- Free of charge
- With discretion and confidentiality
- By trained and qualified scientific personnel
- Through simple procedures which do not require your presence

### What the Ombudsman cannot do:

- Represent the victim in court
- Grant compensation

### IN COOPERATION WITH THE LABOUR INSPECTORATE (SEPE), THE OMBUDSMAN CAN:

- Attend the hearing on the labour dispute at the Labour Inspectorate
- Help resolve the dispute amicably
- Carry out its own independent investigation in parallel
- Recommend to the Labour Inspectorate sanctions against employers

## YOU CAN CONTACT THE OMBUDSMAN

Monday to Friday 08:30 to 14:00  
and Wednesday 08:30 to 16:30

17, Halkokondyli street, 104 32, Athens  
[metro: Omonoia]

Call centre: 213 1306600

Fax: 210 7292129

Information and online complaints at:  
[www.synigoros.gr](http://www.synigoros.gr)



The Ombudsman  
The Greek Ombudsman



@Synigoros

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Embassy of the Kingdom of the Netherlands

The Greek Ombudsman  
For equality, against discrimination

## How can we help?

