



# Applying EU Anti-Discrimination Law

Seminar for Legal Practitioners

Prague, 19-20 March 2026



EXCELLENCE IN  
**EUROPEAN LAW**

## Speakers

**Martijn van den Brink**, Assistant Professor in EU Law,  
Europa Institute, Leiden University

**Sharon Dillon-Lyons**, Barrister at Law, Dublin

**Monika Hanych**, Human Rights Lecturer, Faculty of Law,  
Masaryk University, Brno

**Lenka Kříčková**, Lawyer at the Czech Office of the Public  
Defender of Rights; Assistant Professor, Masaryk University,  
Brno

**Esperança Mealha** Legal Secretary, General Court of the  
European Union, Luxembourg

**Mathias Möschel**, Associate Professor, Central European  
University, Vienna

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

**Jakub Tomšej**, Attorney-at-Law; Associate Professor,  
Charles University, Prague

## 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

### Languages

English and Czech (with  
simultaneous interpretation)

### Event number

126DV073

### Organisers

ERA on behalf of the European  
Commission (contracting authority)  
and with the support of the Czech  
Bar Association



# Applying EU Anti-Discrimination Law

## Seminar for Legal Practitioners

**Thursday, 19 March 2026**

- 09:00 Arrival and registration of participants
- 09:15 **Welcome and introduction**  
*ERA and Czech Bar Association*
- 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  
*Jakub Tomšej*
- 10:00 Discussion
- 10:15 **Definition of key concepts**
- Direct discrimination
  - Indirect discrimination
  - Harassment
- Sharon Dillon-Lyons*
- 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
- Esperança Mealha*
- 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
- Monika Hanych*
- 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\*, Moldova, Montenegro, North Macedonia, 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
- how to detect and address discrimination in the context of artificial intelligence

### Location

Palác Dunaj  
Czech Bar Association  
Národní tř. 10,  
110 00 Praha 1  
Czech Republic

## Friday, 20 March 2026

- 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 **Religious discrimination at the workplace and the recent CJEU case law regarding:**
- Headscarves
  - Religious employers
- Martijn van den Brink*
- 10:45 Discussion
- 11:00 Coffee break
- 11:30 **LGBTIQ rights in the EU**
- Sexual orientation discrimination
  - Intersex and transgender rights
  - Same-sex unions
- Lenka Kříčková*
- 12:15 Discussion
- 12:30 **Discrimination on grounds of racial or ethnic origin: CJEU case law with focus on Case C-417/23**
- Mathias Möschel*
- 13:15 Discussion
- 13:30 End of the seminar and light lunch

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For programme updates: [www.era.int](http://www.era.int)  
 Programme may be subject to amendment.

### Your contacts



Jaroslav Opravil  
 Course Director  
 E-Mail: [jopravil@era.int](mailto:jopravil@era.int)



Barbara Hense  
 Assistant  
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### e-Learning

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

[Course: Introduction to EU Anti-Discrimination Law](#)

### 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](http://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/](http://www.linkedin.com/groups/8126652/)



# Registration

## Applying EU Anti-Discrimination Law

Prague, 19-20 March 2026 / Event Number: 126DV073



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](http://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](http://www.era.int/gender)

## Applications for

### Applying EU Anti-Discrimination Law on 19-20 March 2026

can be made online until 26 January 2026 on the following website:



[www.era.int/event/applying-eu-anti-discrimination-law-2/](http://www.era.int/event/applying-eu-anti-discrimination-law-2/)

#### Location

Czech Bar Association  
Národní tř. 16,  
110 00 Praha 1  
Czech Republic

#### Languages

English and Czech (with simultaneous interpretation)

#### Contact

Barbara Hense  
Assistant  
E-Mail: [bhense@era.int](mailto:bhense@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\*, Moldova, Montenegro, North Macedonia, 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.