



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 Křičková, 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



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 Křičková

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

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

Your contacts



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 Course Director
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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

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

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



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/

Location

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

Languages

English and Czech (with simultaneous interpretation)

Contact

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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.

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