

Equal treatment for LGBTQIA+

Learn about your rights!



Discrimination is not okay!

People who identify as LGBTQIA+ often¹ experience discrimination.

The Ombud for Equal Treatment supports you in taking action against discrimination.

How does the Equal Treatment Act protect you?

The Equal Treatment Act protects LGBTQIA+ people from discrimination due to gender or sexual orientation.

- Discrimination based on **sex or gender identity** is prohibited by law in the workplace, as well as when accessing goods, services and housing.
- Discrimination due to **sexual orientation** is (only) prohibited in the workplace.

1 LGBTQIA+ stands for: lesbian, **g**ay, **b**isexual, **t**ransgender, **q**ueer, **i**ntersex, **a**sexual. The + symbolises that the description is open for expansion.

“My boss is always making homophobic jokes. I’ve often told her that this bothers me. Her answer: ‘Don’t be so sensitive, I’m just kidding!’”

“I had a good feeling when I viewed the apartment. Then I submitted all my documents. The landlady then told me she had changed her mind. My documents still show my deadname, the name I had before my transition.”

“The job interview was all about my queer appearance. My painted nails and earrings would have to go, my feminine appearance didn’t suit the company. I got the refusal the same day.”

“I’m non-binary and I communicate that. At my workplace, however, they make fun of my gender identity. I’m constantly being addressed with the wrong pronouns. My boss supports my colleagues, but he ignores my ideas.”

Here is what you can do:

- Document the situation as soon as possible. That way, you still remember clearly what happened.
- Let us advise you and together we will find a suitable solution for your concerns.
- We can help you submit a claim to the Equal Treatment Commission.
- You can also take legal action in court. We recommend getting legal protection before you do this.

Every case is
one too many!



Under the Equal Treatment Act, discrimination based on sexual orientation is currently only prohibited in the workplace. **We want to extend this protection to cover all areas of life!**

In any case, contact us so that
we can document your case.

This way, we can show how important
it is to close this legal gap.



We document, advise and support

Do you feel discriminated because of your gender identity or sexual orientation?

The Ombud for Equal Treatment documents all reported incidents. **We advise you free of charge, independently and confidentially.** We will listen and discuss your legal options with you. We won't take any steps without your consent.



Call us free of charge: **0800 206 119**



Find out about your rights at
gleichbehandlungsanwaltschaft.gv.at/english



Please use our **Reporting and Contact form**



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Ombud for Equal Treatment

Head Office

Vienna, Lower Austria, Burgenland

Leopold-Moses-Gasse 4/1/2, 1020 Vienna

Phone: +43 1 532 02 44

Email: gaw@bka.gv.at

Regional Office Styria

Südtiroler Platz 16, 8020 Graz

Phone: +43 316 720 590

Email: graz.gaw@bka.gv.at

Regional Office Carinthia

Kumpfgasse 25, 9020 Klagenfurt

Phone: +43 463 509 110

Email: klagenfurt.gaw@bka.gv.at

Regional Office Upper Austria

Martin-Luther-Platz 3, 4020 Linz

Phone: +43 732 783 877

Email: linz.gaw@bka.gv.at

Regional Office Tyrol, Salzburg, Vorarlberg

Andreas-Hofer-Straße 6, 6020 Innsbruck

Phone: +43 512 343 032

Email: ibk.gaw@bka.gv.at

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