



Applying EU Anti-Discrimination Law

Seminar for members of the judiciary

Lublin, 17-18 September 2026



EXCELLENCE IN
EUROPEAN LAW⁷

Speakers

Prof Adam Bodnar, Dean of the Faculty of Law, SWPS University of Social Sciences and Humanities; former Commissioner for Human Rights of the Republic of Poland, Warsaw

Marguerite Bolger, Judge, High Court, Dublin

Sylvaine Laulom, Advocate General, Social Chamber, Court of Cassation, Paris

Anna Mazurczak, Advocate, Knut Mazurczak Adwokaci, Warsaw

Eugenia Relaño Pastor, Assistant Professor, Complutense University, Madrid

Key topics

- EU legal framework
- Key discrimination concepts
- Burden of proof
- Remedies and sanctions
- CJEU case law regarding headscarves at work
- Disability and reasonable accommodations
- LGBTIQ rights
- Racial and ethnic discrimination
- Artificial intelligence

Language
English (with simultaneous interpretation into Ukrainian)

Event number
126DV076

Organisers
ERA (Jaroslav Opravil) on behalf of the European Commission (contracting authority) with the support of the Polish National School of Judiciary and Public Prosecution (KSSIP)

Funded by
the European Union

Applying EU Anti-Discrimination Law

Seminar for members of the judiciary

Thursday, 17 September 2026

09:00 Registration of participants

09:25 **Welcome and introduction**
Jaroslav Opravil, ERA
KSSiP representative

I. FOUNDATIONS: FRAMEWORK, CONCEPTS AND PROOF

Chair:

09:35 **The importance of EU anti-discrimination law**

- Sources of EU equality law

Prof Adam Bodnar

10:15 Discussion

10:30 **Definition of key concepts**

- Direct discrimination
- Indirect discrimination
- Harassment
- Multiple discrimination

Sylvaine Laulom

11:15 Discussion

11:30 Coffee break

12:00 **Proving discrimination**

- The shift of the burden of proof
- How to establish a presumption of discrimination, examples and CJEU case law
- Access to evidence and CJEU case law on disclosure of information

Marguerite Bolger

12:45 Discussion

13:00 Lunch

Chair:

14:00 **Seeking effectiveness: remedies and sanctions in discrimination cases**
NN

14:30 Discussion

II. PRACTICAL WORKSHOP

14:45 **Workshop: discussion of case studies in working groups**
Sylvaine Laulom

16:00 Coffee break

16:30 **Results of the workshop and discussion**

17:15 End of the first seminar day

19:00 Seminar dinner

Objective

The seminar will provide participants with an overview of the two European Directives prohibiting discrimination on the grounds of race or ethnic origin in a number of areas, as well as on disability, age, sexual orientation or religion/belief in employment and occupation. 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?

Judges, prosecutors and other members of the judiciary 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.

Venue

KSSiP
Krakowskie Przedmieście 62,
20-400 Lublin

You will learn...

- what the EU legal framework on equality is and how to apply and interpret it at domestic level
- to differentiate the key concepts of direct/indirect discrimination and harassment
- to ensure that the burden of proof is correctly applied in court proceedings involving discrimination claims
- about the legal status of the UNCRPD and its role as an interpretative tool
- how the CJEU interpreted the anti-discrimination Directives in its recent case law dealing with religious symbols at work
- about the legal aspects of LGBTIQ equality
- how the CJEU interprets the notion of racial or ethnic origin
- how to detect and address discrimination in the context of artificial intelligence

Friday, 18 September 2026

III. SPECIFIC GROUNDS OF DISCRIMINATION

Chair:

- 09:00 **Disability discrimination:**
- The relationship between EU law and the UNCRPD
 - The concepts of disability and reasonable accommodation
- NN*

09:45 Discussion

- 10:00 **Racial or ethnic origin and the CJEU case law**
- NN*

10:45 Discussion

11:00 Coffee break

- 11:30 **Religious discrimination at the workplace and the CJEU case law**
- Eugenia Relaño Pastor*

12:15 Discussion

Chair:

12:30 Lunch

- 13:30 **LGBTIQ rights in the EU**
- Sexual orientation discrimination
 - Intersex and transgender rights
 - Same-sex unions
- Anna Mazurczak*

14:15 Discussion

IV. CURRENT CHALLENGES

- 14:30 **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
- NN*

15:00 Discussion

15:15 End of the seminar

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

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



Join our LinkedIn group on EU Equality Law

www.linkedin.com/groups/8126652

Your contacts



Jaroslav Opravil
 Course Director
 E-Mail: jopravil@era.int



Barbara Hense
 Event Coordinator
 E-Mail: bhense@era.int

Application procedure

Applying EU Anti-Discrimination Law

Lublin, 17-18 September 2026 / Event Number: 126DV076



Applications for

Applying EU Anti-Discrimination Law on 17-18 September 2026

can be made online until 3 July 2026 on the following website:

www.era.int/en/event-number/126DV076



ERA's equality law seminars are organised in the framework of the European Union's 'Citizens, Equality, Rights and Values' 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

Location

KSSiP
Krakowskie Przedmieście 62,
20-400 Lublin

Language

English
(with simultaneous interpretation
into Ukrainian)

Contact

Barbara Hense
Event Coordinator
E-Mail: bhense@era.int
+49 (0) 651 93737-120

Participation

Participation is only open to judges, prosecutors and other members of the judiciary 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.*

Participation will be subject to a selection procedure since the number of places is limited.

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

We strongly advise you not to make any travel or hotel arrangements before receiving our confirmation.

Registration fee

There is no registration fee.

Travel expenses

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

Accommodation

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