

## Slide 1:

*”To act gave me influence Leadership and control.”*

Thanks to:

Laine Nöu Strömngren (Discriminationombudsmannen)

«Begroetingsregel»

Mr Gay Norway 2009

Top 10 Mr Gay World 2010

## Slide 2:

### The Presentation

- Legislation
- Background – Nature of legal process
- Conclusion – Relevance for PLWHA

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## Slide 3:

**Legislation** - *The Swedish discrimination act (2003:307) (2008:567) protects individuals against discrimination based on ...*

- sex, gender identity or gender expression
- ethnicity
- religion or other beliefs
- disability
- sexual orientation or age in some cases

## Slide 4:

**Legislation** - *The concept of discrimination is build around three elements:*

- Disadvantage
- Comparable situation
- Liaison with disabilities

## **Slide 5 and Slide 6**

### **Background - Nature of legal process**

- Walter Heidkamp was refused participation in a course on personal development because of his HIV-status.
- Notified the training center to DO (Diskrimineringsombudsmannen)
- DO investigated
- DO sued on discrimination on disability
- The District Court went on DO's line
- The Center was sentenced to have discriminated because of HIV-status and violated the act prohibiting discrimination

**First case on discrimination on HIV brought to court in Sweden.**

## **Slide 7:**

### **Conclusion & relevance for PLWHA**

- Openness + legislation = powerful tools against stigma and discrimination.
- Strong message: Society do not allow PLWHA do be discriminated.
- Empower PLWHA to notify whenever discriminated.
- Improves self image and self esteem.

**Thank you very much for giving me the opportunity to present my case. Thank you!**