

# ANTI-DISCRIMINATION CONCEPT AFRO PFINGSTEN



## Identify and uncover discrimination

- Surveys of participants on experiences of discrimination
- Investigation of rules and routines
- Survey of statistical inequalities
- Analysis of teaching materials and content

## Prevention of discrimination

- Empowerment of affected persons through workshop possibilities
- Training of employees through workshops, discussions and compulsory readings
- Provision of comprehensive information on the topic of discrimination
- Create counseling services
- Promoting diversity
- Revision and further development of mission statement and guidelines
- Promoting participation

## Intervention in cases of discrimination

- Support services for those affected
- Rules for dealing with those affected
- Appointment of mediators
- Appointment of contact persons in the association
- Identification of possible courses of action
- Development of a complaints procedure
- Mediation/arbitration

## Institutionalization of measures against discrimination

- Developing and enforcing prohibitions of discrimination and consequences
- Information and counseling rights of employees and those affected
- Guidelines for non-discriminatory organization
- Anchoring anti-discrimination and diversity as a cross-cutting issue

## Source reference :

[https://www.rki.de/DE/Content/GesundAZ/M/Migration\\_Gesundheit/Leitfaden.pdf?\\_\\_blob=publicationFile](https://www.rki.de/DE/Content/GesundAZ/M/Migration_Gesundheit/Leitfaden.pdf?__blob=publicationFile)