

Federal Anti-Discrimination Agency – Germany



Brief profile

Contact details

- **Postal address:** Glinkastraße 24, 10117 Berlin, Germany
- **Website:** www.antidiskriminierungsstelle.de or www.federal-anti-discrimination-agency.com
- **General email address:** poststelle@ads.bund.de or beratung@ads.bund.de
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- **For media inquiries:** presse@ads.bund.de or +49 (0)3018 555 1805

Overview

The Federal Anti-Discrimination Agency takes on and independently carries out the following tasks, insofar as no Parliamentary Commissioner of the Bundestag or Federal Government Commissioner is competent in the matter:

1. Publicity work;
2. Measures to prevent discrimination;
3. Academic studies into discrimination.

The Federal Anti-Discrimination Agency and the competent Federal Government Commissioner and Parliamentary Commissioner of the German Bundestag co-operate in cases of discrimination (General Act on Equal Treatment, Section 27).

Type of equality body

The *Federal Anti-Discrimination Agency* is a predominantly promotion-type and legal support body¹.

Grounds and fields of discrimination covered

Grounds	Fields	
	Employment	Beyond employment (education, goods & services, housing, etc.)
Gender	◆	◆
Race and ethnic origin	◆	◆
Age	◆	◆
Disability	◆	◆
Sexual orientation	◆	◆
Religion and belief	◆	◆

¹ According to a [European Commission study on Equality Bodies](#), predominantly promotion-type equality bodies “spend the bulk of their time and resources on a broader mix of activities that include supporting good practice in organisations, raising awareness of rights, developing a knowledge base on equality and non-discrimination, and providing legal advice and assistance to individual victims of discrimination” (page 44).

Detailed profile

Brief history

- **Date of establishment:** August 2006;
- **Mode of establishment:** by legislation through the General Act on Equal Treatment;
- **Status:** the agency was established within the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. It is independent in the execution of its duties and only subject to the law (General Act on Equal Treatment, Section 26, 27).

Mandate

- **Powers:** the *Federal Anti-Discrimination Agency* is a predominantly promotion-type and legal support body;

Grounds and fields of discrimination covered

Grounds	Fields				
	Employment	Education	Housing	Social protection	Goods and Services
Gender	◆	◆	◆	◆	◆
Race and ethnic origin	◆	◆	◆	◆	◆
Age	◆	◆	◆	◆	◆
Disability	◆	◆	◆	◆	◆
Sexual orientation	◆	◆	◆	◆	◆
Religion and belief	◆	◆	◆	◆	◆

Activities

- Promotional activities aimed at duty bearers (by way of trainings, guidance material, etc.);
- Promotional activities aimed at potential victims (trainings, awareness raising, etc.);
- Communication activities;
- Publications and research projects;
- FADA and the competent Federal Government Commissioner and Parliamentary Commissioner of the German Bundestag jointly submit reports to the German Bundestag every four years concerning cases of discrimination and shall make recommendations regarding the elimination and the prevention of such discrimination;
- Number of inquiries / complaints lodged and cases handled per year: **2400**.

Structure

1. Management structure

- Type: single headed equality body (led by director or ombudsman/commissioner);
- Details: The Federal Minister for Family Affairs, Senior Citizens, Women and Youth appoints a person to head the Federal Anti-Discrimination Agency, based on a suggestion put forward by the Federal Government. The relationship between the Agency and the Federal Administration is that of an official public-law relationship (*öffentlich-rechtliches Amtsverhältnis*).

2. Institutional structure

- Type: standalone dedicated national equality body;
- Budget management and financial independence: the Federal Anti-Discrimination Agency has its own budget within the household plan of the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth. Within the context of its special competence, the FADA independently decides upon the initiatives for which it will spend its available funds in keeping with valid budget law.

3. Nomination of senior staff and board:

According to General Act on Equal Treatment, Section 30, an advisory board was established on 25 October 2007. This body shall advise the authority concerning reports and recommendations to the German Bundestag (Parliament) and concerning research. The advisory board shall also promote the dialogue with groups and organisations in the anti-discrimination field.

4. Number of staff: 28

Operating budget (for the parts of the organization dealing with equality issues)

2.5 million €

Accountability (reporting to)

The Federal Anti-Discrimination Agency and the competent Federal Government Commissioner and Parliamentary Commissioner of the German Bundestag shall jointly submit reports to the German Bundestag every four years.

Contact details (address, key contact person, website)

Address:

The Federal Anti-Discrimination Agency

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