



Anti-Discrimination and Equality Framework on the Way to EU

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Dear Participants,

Welcome to the “Anti-Discrimination and Equality Framework on the way to EU” Conference organized by Technical Assistance to Civil Society Organisations (TACSO) Turkey in cooperation with Kaos GL Association and Human Rights Joint Platform.

This conference is organized within the framework of the People to People (P2P) component of the TACSO project, which aims to support civil society in the EU enlargement region. P2P is one of the three strands of the EU Civil Society Facility and provides an opportunity for CSOs in the countries of Western Balkans and Turkey to expand their knowledge about the activities of EU counterparts, through meetings with European CSOs and the opportunity to network internationally and regionally.

Anti discrimination and equality is one of the important aspects of EU accession regarding Political Criteria. The Conference is designed to bring representatives from EU and EU CSOs to present the EU standards and benchmarks on Anti-Discrimination and Equality Standards and mechanisms.

The aim of the event is to raise awareness of CSOs on the issue thus enhance their advocacy efforts on the way to EU regarding these issues in respective countries.

We look forward to discussing the anti-discrimination and equality framework on the way to EU wish you a fruitful conference.

TACSO Turkey



Organizer's Profile

TACSO (Technical Assistance for Civil Society Organisations)

TACSO is a European Union funded project, part of the Civil Society Facility, which provides technical assistance and support to civil society organisations (CSOs) located in the Instrument for Pre-Accession Assistance (IPA) countries, Albania, Bosnia and Herzegovina, Kosovo*, the former Yugoslav Republic of Macedonia, Montenegro, Serbia and Turkey. TACSO began in 2009 and will continue until 2017. For more information on TACSO Project, you can visit the web site: www.tacso.org



CSOs play an important role for the EU, because they are seen as key actors in supporting their country's accession process. The CSF's aim is to therefore strengthen CSOs so that they are able to actively participate in public debate and eventually have the capacity to influence policy and decision making processes.

The People to People (P2P) programme intends to offer CSOs from the beneficiary countries the possibility to interact and network with their national, regional and European-level counterparts and to create new partnerships as well as to visit EU institutions, in order to familiarise themselves with EU structures, policy making process, programmes, policies and best practices, to expand their knowledge about the activities of EU counterparts.

P2P topics are decided on a semi-annual basis, and CSOs can submit their proposals for the topics they believe should be explored. The final list of

* This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo declaration of independence.



topics and activities are decided upon consultations with DG NEAR, the EU Delegations and TACSO Local Advisory Groups.

You can take a look at the overview of past P2P events organized by TACSO and submit your ideas or the topics you believe should be supported within the P2P activities via TACSO web site. TACSO works together with Civil Society Development Centre Association (STGM) in Turkey as resource centre.

<http://www.tacso.org/news/p2p/default.aspx?id=9875>

Capacity Building Association (KAGED)/Human Rights Joint Platform (IHOP)

The Capacity Building Association (KAGED) was established in 2006 in order to provide a legal entity to receive funds both in Turkey and abroad for Human Rights Joint Platform's (IHOP) activities and to support an enabling environment for non-governmental human rights organizations to act together.



IHOP is composed of 5 national human rights CSOs; namely, Human Rights Association, Amnesty International Turkey, Helsinki Citizens Assembly, Human Rights Research Association and Human Rights Agenda Association.

KAGED/IHOP supports local-regional-national networks in different themes of human rights, some of which are antidiscrimination, impunity, human rights education/training, refugee rights, international criminal court and women's rights.

<http://www.ihop.org.tr/english/>



Kaos Gay and Lesbian Cultural Researches and Solidarity Association (KAOS GL)

The purpose of the Kaos GL is to support LGBTI individuals in embracing libertarian values, realizing their own existence, and in cultivating themselves in order to contribute to the development of social peace and welfare together with the development of their individual, social and cultural life and behavior.

Kaos GL conducts cultural, educational, artistic and sports activities or attempts to endorse achievements to be done in this framework so that LGBT individuals may embrace freedom, justice and peace as their fundamental values, so that they may conceive human rights as the rights of all human beings without making discrimination based on language, race, color, gender, sexual orientation, gender identity, philosophical conviction, religion, religious sect, locality, so that they may struggle against homophobia and transphobia in every sphere of life.



<http://www.kaosgldernegi.org/home.php>



AGENDA

P2P Conference Anti-Discrimination and Equality on the Way to EU

12-13 March 2015, Ankara

Day 1: 12 March 2015

9.00-9.30 Registration and coffee

9:30-09:45: Opening Remarks, Michael A. Rupp, *Delegation of the European Union to Turkey*

09:45-11:00: **International Standards and EU Policies for Anti-Discrimination and Equality Framework**

- Gün Kut, *Council of Europe, European Commission against Racism and Intolerance (ECRI)*
- Isabelle Chopin, *The European Network of Legal Experts in the Non-discrimination Field*
- Severine Jacomy Vite, *UNICEF, UN Human Rights Thematic Group*
- Q&A: 30'

11:00-11:30: Coffee Break



11:30- 13:00: **Policies and Mechanisms related to Anti-Discrimination and Equality in EU Countries and IPA Countries**

- Istvan Haller, *National Council for Combating Discrimination, Romania*
- Ljiljana Loncar, *Deputy Commissioner for Protection of Equality, Serbia*
- Feray Salman, *Human Rights Joint Platform, Turkey*
- Q&A: 30'

13:00- 14:30 Lunch

14:30-16:00 **EU CSOs Experience on development and monitoring of Anti-Discrimination and Equality Policies and Mechanisms**

- Björn van Roozendaal, *International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA Europe)*
- Sinan Gökçen, *European Roma Rights Centre (ERRC)*
- Claire Fernandez, *European Network Against Racism (ENAR)*
- Q&A: 30'

16:00-16:30 Coffee Break

16:30-17:30 **Challenges and Opportunities for CSOs working on Anti-Discrimination and Equality: Open Forum**

17:30 – 17:45 Closing Session

19:30 Social Event (venue to be determined)



Day II: 13 March 2015

**Day II-A: Session on Anti-Discrimination and Equality in Turkey Context
(Session in Turkish, Translation Available)**

9:00-9:30: Registration

9:30-10.45: **Policies and Mechanisms for Non-Discrimination and Equality
in Turkey: CSO perspective**

- Feray Salman, *Human Rights Joint Platform (İHOP)*
- Sema Kendirci, *CEDAW Shadow Reporting Committee*
- Hayriye Kara, *KAOS GL*
- Q&A: 30'

10.45 -11:15: Coffee Break

11:15-12:30 **Policies and Mechanisms for Non-Discrimination and Equality
in Turkey: CSO perspective**

- Yücel Tatal, *Turkey Roma Rights Forum (ROMFO)*
- Didem Tekeli, *The Initiative for Human Rights in Mental Health (RUSIHAK)*
- Q&A: 20'

12:30-14:00: Lunch

14:00-15:30: Workshop: Designing an Equal Future

15:30-16:00 Sharing workshop results

16:00- 16:15 Closing



Day II-B: Session on Regional Network Against Homophobia and Transphobia Workshop (Members only session, Gordion Hotel)

- 9:30-10:00: Registration
- 10:00-12:30: Updates from Regional Network Members: Common Opportunities and Challenges
- 12:30-14:00: Lunch and Networking
- 14:00- 15:30: State of Play in Network Member Countries on Combatting Anti-Discrimination and Equality
- 15:30-18:00: Development of Position paper for the Network and Future Planning



Contributors

European Commission Against Racism and Intolerance (CoE, ECRI)

ECRI is a human rights body of the Council of Europe, composed of independent experts, which monitors problems of racism, xenophobia, anti-semitism, intolerance and discrimination on grounds such as “race”, national/ethnic origin, colour, citizenship, religion and language (racial discrimination); it prepares reports and issues recommendations to member States.

http://www.coe.int/t/dghl/monitoring/ecri/default_en.asp

European Network of Legal Experts in the Non-Discrimination Field

The European Network of Legal Experts in the Non-Discrimination Field was set up by the European Commission to support its work by providing independent information and advice on relevant developments in Member States. To effectively tackle discrimination, it is important to understand the effects of the EU’s equal treatment legislation on the ground(s) of discrimination. Consequently, information on the implementation of the two anti-discrimination Directives into national law is as important as analysing their impact in practice - including any related case law.

The network is managed by Human European Consultancy and the Migration Policy Group (MPG) on behalf of the European Commission.

<http://www.non-discrimination.net/>

United Nations Human Rights Council

The Human Rights Council is an inter-governmental body within the United Nations system responsible for strengthening the promotion and protection of human rights around the globe and for addressing situations of human rights violations and make recommendations on them. It has the ability to discuss



all thematic human rights issues and situations that require its attention throughout the year. It meets at the UN Office at Geneva.

The mandate of the High Commissioner of Human Rights includes combating discrimination, with a focus on racial discrimination and xenophobia, minorities and discrimination on the grounds of sex, and discrimination on the grounds of religion; protecting human rights in the context of migration, including combating human trafficking, pursuing economic, social and cultural rights and fighting inequality and poverty, including in the context of the economic, food and climate crises, combating impunity and strengthening accountability, the rule of law and democratic society and protecting human rights in situations of insecurity, with a focus on the fight against terrorism.

<http://www.ohchr.org/EN/HRBodies/HRC/Pages/AboutCouncil.aspx>

National Council for Combating Discrimination – Romania

The National Council for Combating Discrimination is an agency of the Romanian government established in 2001 and responsible for applying Romanian and European Union anti-discrimination laws and managing the National Anti-Discrimination Plan. The legal status of the CNCD was established by the anti-discrimination law of 2000 (Law 137/2000) and subsequently amended in 2006. According to the law, the Council reports to the parliament and is politically independent.[1] It has often ruled against government institutions at various levels (particularly local councils).

http://www.coe.int/t/dghl/monitoring/ecri/good_practices/1-specialised%20bodies/sb_romania_EN.asp

The Commissioner for Protection of Equality - Serbia

The Commissioner for Protection of Equality is an independent, autonomous and specialized state authority established on the basis of the Law on Prohibition of Discrimination from 2009.



The task of this state authority is to prevent all forms, types and cases of discrimination, to protect the equality of natural persons and legal entities in all spheres of social relations, to oversee the enforcement of antidiscrimination regulations, and to improve realization and protection of equality.

The Commissioner for Protection of Equality is competent to carry out the procedure based on complaints in cases of discrimination against persons or groups of persons connected by the same personal characteristic. The Commissioner is competent to receive and consider complaints of discrimination, to issue opinions and recommendations in concrete discrimination cases, and to stipulate measures defined by the Law.

<http://www.ravnopravnost.gov.rs/en/about-us/basic-information>

Human Rights Joint Platform (IHOP), Turkey

The long term objective of Human Rights Joint Platform, which is an independent medium of solidarity and sharing as formed by the CSOs pursuing human rights struggle in Turkey, is to contribute to development and maintenance of a participatory and pluralist environment wherein human rights would be observed, the rule of law would prevail, the civil society would participate in an effective manner in the decision-making processes, and a medium of dialog would be sustained.

IHOP is composed of 5 national human rights CSOs; namely, Human Rights Association, Amnesty International Turkey, Helsinki Citizens Assembly, Human Rights Research Association and Human Rights Agenda Association.

<http://www.ihop.org.tr/english/>

ILGA Europe

ILGA Europe is the European region of the International Lesbian, Gay, Bisexual, Trans and Intersex Association. ILGA is a worldwide federation of 1100 member





organisations from 110 countries, campaigning for lesbian, gay, bisexual, trans and intersex rights.

ILGA acts as a leading organization and global voice for the rights of those who face discrimination on the grounds of sexual orientation, gender identity and/or gender expression and sex (intersex). ILGA carries out advocacy at international and regional levels with governments, media and civil society to achieve equality, freedom and justice for LBGTI people.

<http://www.ilga-europe.org/>

European Roma Rights Centre (ERRC)

The European Roma Rights Centre (ERRC) is an international public interest law organization working to combat anti-Romani racism and human rights abuse of Roma through strategic litigation, research and policy development, advocacy and human rights education. Since its establishment in 1996, the ERRC has endeavored to provide Roma with the tools necessary to combat discrimination and achieve equal access to justice, education, housing, health care and public services. ERRC has consultative status with the Council of Europe, as well as with the Economic and Social Council of the United Nations.

www.errc.org

European Network Against Racism (ENAR)

The mission of the European Network Against Racism is to achieve full equality, solidarity and well-being for all in Europe. ENAR wants to allow all members of society, whatever their skin colour, ethnicity, sex, gender, religion, disability, age or sexual orientation, to participate and be included in society.

ENAR combats racism and discrimination based on colour, ethnicity, national origin, nationality, religion, culture, language or legal status.

www.enar-eu.org



Turkish Women's Union (TKB)

Turkish Women's Union is established in 1924 and currently has 70 branches. The mission of TKB is to preserve and improve women's rights, enhance women's participation, to promote equality in society in Turkey. Union also works for advancing women's status in social, political and economic life in order to ensure equality and removing the barriers in Turkey on these issues.

Turkish Women's Union carries out secretariat for CSOs in Turkey to monitor UN The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) since 2005.

<http://www.turkkadinlarbirligi.org/>

Kaos GL

The purpose of the Kaos GL is to support LGBTI individuals in embracing libertarian values, realizing their own existence, and in cultivating themselves in order to contribute to the development of social peace and welfare together with the development of their individual, social and cultural life and behavior.

Kaos GL conducts cultural, educational, artistic and sports activities or attempts to endorse achievements to be done in this framework so that LGBT individuals may embrace freedom, justice and peace as their fundamental values, so that they may conceive human rights as the rights of all human beings without making discrimination based on language, race, color, gender, sexual orientation, gender identity, philosophical conviction, religion, religious sect, locality, so that they may struggle against homophobia and transphobia in every sphere of life.

<http://www.kaosgldernegi.org/home.php>



Turkey Roma Rights Forum (ROMFO)

ROMFO includes various Roma foundations all over Turkey, aims to create solutions for the problems of Roma in Turkey about social, economical and cultural issues. ROMFO is founded in 2012 November 12-13, to support Roma associations for their inabilities about organization and representation.

ROMFO is founded on the principles of tolerance, transparency, accountability, justice, solidarity, multiculturality, participation, synergy, education, entrepreneurship and freedom. The members of forum works together and introduce the problems of local Roma community to the authorities.

The Initiative for Human Rights in Mental Health (RUSIHAK)

The Initiative for Human Rights in Mental Health (RUSIHAK) is Turkey's first grassroots organisation by people with mental disabilities and their relatives. RUSIHAK challenges inhumane treatment by defining people with mental disabilities as full human beings, who are equal citizens in every way.

RUSHIAK runs advocacy campaigns, organises free vocational and empowerment trainings for its stakeholders, and creates monitoring groups to inspect institutions to ensure they are compliant with legal and health regulations.

<http://www.rusihak.org/>



Participants

	Organisation	Name	Email	web
1	Queeria Center	Adam Puškar	adamqueeria@gmail.com	http://www.queeriacentar.org/
2	Pink Embassy	Amarildo Fecanji	amarildofecanji@gmail.com	http://www.pinkembassy.al/en
3	Swedish Embassy	Annika Palko		http://www.swedenabroad.com/ankara
4	Association for Improving Social and Cultural Life	Ayşe Görür	narayse@gmail.com	http://www.sosyalkulturelyasam.org/iletisim.asp
5	Women and Men Together, Social Equality Association	Ayşegül Akyüz	kebsed@hotmail.com	www.kebsed.com
6	Amnesty International Turkey	Begüm Başdaş	begum.basdas@amnesty.org.tr	http://www.amnesty.org.tr/
7	LGBTI Support Center (Macedonia)	Biljana Ginova	sofija.velkovska@lgbti.mk	http://www.lgbti.mk/
8	Association for Monitoring Equal Rights	Binnur Aloğlu	binnuraloglu@gmail.com	http://www.esithaklar.org/
9	ÖZEV Foundation	Bülent Avcılar	bulent.avcilar@yahoo.com	http://www.ozevvakfi.org/
10	Ministry of EU Affairs	Cemre Artan		http://www.ab.gov.tr/
11	Bianet	Çiçek Tahaoğlu	cicek@bianet.org	http://bianet.org/
12	Human Rights Agenda Association (IHGD)	Constance Gandois	posta@rightsagenda.org	http://www.rightsagenda.org/
13	Ministry of EU Affairs	Demet Özkan Baltat		http://www.ab.gov.tr/
14	Economic Development Foundation (IKV)	Deniz Servantie	dservantie@ikv.org.tr	www.ikv.org.tr
15	Human Rights Joint Platform	Dicle Çakmak	dicle.cakmak@ihop.org.tr	http://www.ihop.org.tr/



	Organisation	Name	Email	web
16	Lesbian Human Rights Organization	Dragana Todorović	dragana.todorovic@labris.org.rs	http://labris.org.rs/en/
17	UNFPA	Ege Tekinbaş	tekinbas@unfpa.org	http://www.kadindostukentler.org/
18	Pink Black Triangle Association	Erdem Gürsu	erdem@siyahpembe.org	http://www.siyahpembe.org/
19	Turkish Disability Association Mersin Branch	Erkan Ekinci (Re-fakat)	tsdmersinsubesi@hotmail.com	https://www.facebook.com/tsd.mersinsubesi
20	Agenda Child	Esin Koman	esinkoman@gmail.com	http://www.gundemcocuk.org/
21	Kaos GL	Ezgi Koçak	ezgi.kocak@kaosgl.org	http://www.kaosgldernegi.org/anasayfa.php
22	Social Policies, Sexual Orientation and Gender Identity Studies Association	Ezgi Şeref	ezgiseref@gmail.com	http://www.spod.org.tr/
23	Network Against Commercial Sexual Exploitation Of Children	Ezgi Yaman	ezgiyaman05@hotmail.com	http://ctcs-mucadele.net/
24	UNFPA	Funda Küçükcan	kucukcan@unfpa.org	http://www.kadindostukentler.org/
25	Turkish Disability Association Mersin Branch	Gülcihan Ekinci	tsdmersinsubesi@hotmail.com	https://www.facebook.com/tsd.mersinsubesi
26	Manisa Autism Youth and Sports Association	Gülnur Türen	gulnurturen@hotmail.com	https://www.facebook.com/groups/264126530464840/
27	Association for Monitoring Gender Equality	Gülşen Ülker	gulsenulker61@gmail.com	http://www.ceid.info.tr/
28	European Roma Rights Centre (ERRC)	Hacer Foggo	hacerfoggo@gmail.com	http://www.errc.org/
29	Women Managers and Women Workers Association	Hicran Atatanır	info@kaycad.org.tr	http://kaycad.org.tr/
30	Human Rights Association Mersin Branch	Hüseyin Fırat Mavigök	hfmavigok@hotmail.com	http://ihd.org.tr/index.php/etimainmenu-3/12-eti/23-d-mersin-besi.html



	Organisation	Name	Email	web
31	Association of Women with Disabilities (ENKAD)	İdil Seda Ak	idilseda@yahoo.com	http://www.engellikadin.com/enkad/
32	Association for Solidarity with Freedom-Deprived Juvenile	Janset Bay	jansetbay@gmail.com	http://www.ozgeder.org.tr/anasayfa.php
33	Kirkayak Culture Association	Kemal Vural Tarlan	kemalvural.tarlan@gmail.com	www.kirkayak.org
34	Social Policies, Sexual Orientation and Gender Identity Studies Association	Mehmet Akın		http://www.spod.org.tr/
35	Başak Culture and Art Association	Melahat Ariker	melahatariker@hotmail.com	http://www.basaksanatvakfi.org.tr/
36	Mersin Association for People with Physical Disabilities	Metin Özgür Gücü	ozgurgucu@hotmail.com	
37	Friedrich Naumann Foundation	Nazım Tural	turaltr@yahoo.com	www.fnst-turkey.org
38	Ministry of EU Affairs	Nebilay Erdoğan		http://www.ab.gov.tr/
39	British Embassy Ankara	Neşe Akkerman		https://www.gov.uk/government/world/organisations/british-embassy-ankara.tr
40	Women's Coalition	Nurcihan Temur	nurcihantemur@gmail.com	http://www.kadinkoalisyonu.org/yeni/
41	İştar Women's Centre	Olga Özer	mersinistar@hotmail.com	
42	Public Health Experts Association	Özge Çaman	ozgecaman@hacettepe.edu.tr	http://www.hasuder.org/anasayfa/
43	Ministry of EU Affairs	Reşat Uğur Karacan		http://www.ab.gov.tr/
44	Human Rights Agenda Association (IHGD)	Roberto Frifrini	posta@rightsagenda.org	http://www.rightsagenda.org/
45	Mersin Anti-Discrimination Platform	Selahattin Güvenç	selguvenc@windowslive.com	http://www.akdenizgocder.org/
46	Human Rights Agenda Association (IHGD)	Selena d'Herin	posta@rightsagenda.org	http://www.rightsagenda.org/



	Organisation	Name	Email	web
47	Pink Life Association	Selin Berghan	selinberghan@gmail.com	http://www.pembehayat.org/anasayfa.php
48	Turkish Women's Union	Sevna Somuncuođlu	sevnasom@gmail.com	http://www.turkkadinlarbirligi.org/
49	Batman Social Studies and Local Development Association	Seyhmus Yavuz		
50	Association for Children with Cerebral Palsy (SERCEV)	Sinem Ersoy	esinemersoy@gmail.com	www.sercev.org.tr
51	LGBT Forum Progress	Stevan Milivojevic	stevan.milivojevic@lgbtprogres.me	http://www.lgbtprogres.me/
52	Mersin Seven Colors Association	Tuna Şahin	7renkmersinlgbt@gmail.com	
53	European Youth Society Association	Veysel Kavak	veyselkavak@windowslive.com	https://tr-tr.facebook.com/eyesayouth
54	Sarajevo Open Centre	Vladana Vasić	vladana@soc.ba	http://soc.ba/en/
55	Alliance against discrimination of LGBT (Albania)	Xheni Karaj	aleanca.al@gmail.com	http://www.aleancalgbt.org/
56	ÖZEV Foundation	Yelda Ahmetođlu	info@ozevvakfi.org	www.ozevvakfi.org
57	UNDP	Zeliha Unaldı	zeliha.unaldi@one.un.org	http://www.tr.undp.org/
58	Anatolia Education, Culture and Art Association	Zübeyde Ozanözü	ozanozu@gmail.com	



Panelists and Moderators

	Organizasyon	Katılımcı	Eposta	Web Sitesi
1	ILGA-Europe	Bjorn van Roozendaal	bjorn@ilga-europe.org	www.ilga-europe.org
2	Bilgi University Human Rights Law Research Centre	Burcu Yeşiladali	burcu.yesiladali@bilgi.edu.tr	http://insanhaklimerkezi.bilgi.edu.tr/
3	European Network Against Racism (ENAR)	Claire Fernandez	claire@enar-eu.org	www.enar-eu.org
4	Human Rights in Mental Health Initiative (RUSİHAK)	Didem Tekeli	didem.tekeli@rusihak.org	http://www.rusihak.org/
5	Human Rights Joint Platform	Feray Salman	feray.salman@ihop.org.tr	www.ihop.org.tr
6	Council of Europe- ECRI	Gün Kut	ecri@coe.int	http://www.coe.int/t/dghl/monitoring/ecri/default_en.asp
7	Helsinki Citizens Assembly	Hakan Ataman	hataman.gg@gmail.com	http://www.hyd.org.tr/
8	Kaos GL	Hayriye Kara	hayriye@kaosgl.org	http://www.kaosgldernegi.org/anasayfa.php
9	European Network of Legal Experts in the Non-discrimination Field	Isabelle Chopin	ichopin@migpol-group.com	http://www.non-discrimination.net/
10	National Council to Combat Discrimination Romania	Istvan Haller	istvan.haller@cncd.org.ro	www.cncd.org.ro
11	Commissioner for Protection of Equality, Serbia	Ljiljana Loncar	ljiljana.loncar@ravnopravnost.gov.rs	www.ravnopravnost.gov.rs
12	TACSO	Neslihan Özgüneş	neslihan.oz-gunes@tacso.org	
13	Turkish Women's Union	Sema Kendirci	info@turkkadınlarbirligi.org	http://www.turkkadınlarbirligi.org/
14	UN Human Rights Thematic Group	Severine Jacoby Vite	sjacomyvite@unicef.org	http://www.ohchr.org/EN/Pages/WelcomePage.aspx
15	European Roma Rights Centre (ERRC)	Sinan Gokcen	sinan.gokcen@errc.org	www.errc.org
16	Roma Communities Forum of Turkey (ROMFO)	Yücel Total	yucel0617@hotmail.com	



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