



European network of legal experts
in gender equality and non-discrimination

Non-discrimination country report 2025: highlights



Czechia





Legal Framework:

Anti-discrimination law covers all EU-protected grounds, but implementation remains uneven and limited in practice.



Equality Body:

The Public Defender of Rights functions as the equality body, but limited resources and visibility hinder effectiveness.



Persistent Discrimination:

Roma communities face systemic exclusion in housing, education, and employment. Other vulnerable groups include migrants, LGBTI+ people, and persons with disabilities.



Access to Justice:

Victims face barriers such as lack of awareness, complex procedures, and minimal compensation, discouraging litigation.



Collective Action is Lacking:

Despite recommendations by the Ombudsman, no procedures for either class action or *actio popularis* are available for NGOs in discrimination cases.



Shifted Burden of Proof:

Does not apply for some grounds and fields, and is sometimes incorrectly applied by courts.



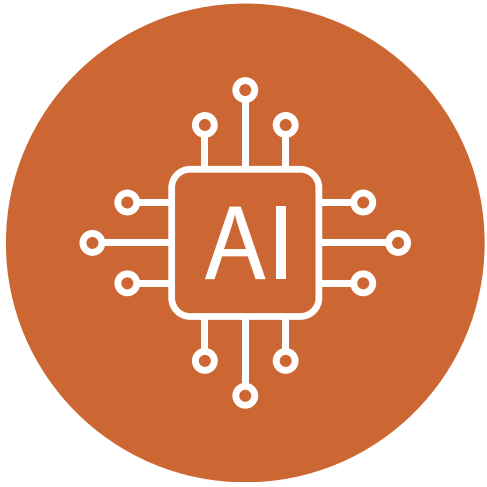
Case Law:

Few discrimination cases reach courts; sanctions are rare and not dissuasive.



Intersectionality:

Multiple discrimination is not explicitly recognised, although NGOs and practitioners report its practical importance.



AI and Algorithmic Bias:

No legal safeguards exist, but risks in recruitment and service delivery are increasingly noted.



Positive Action:

Permitted in law but rarely implemented, with limited targeted initiatives for disadvantaged groups.