

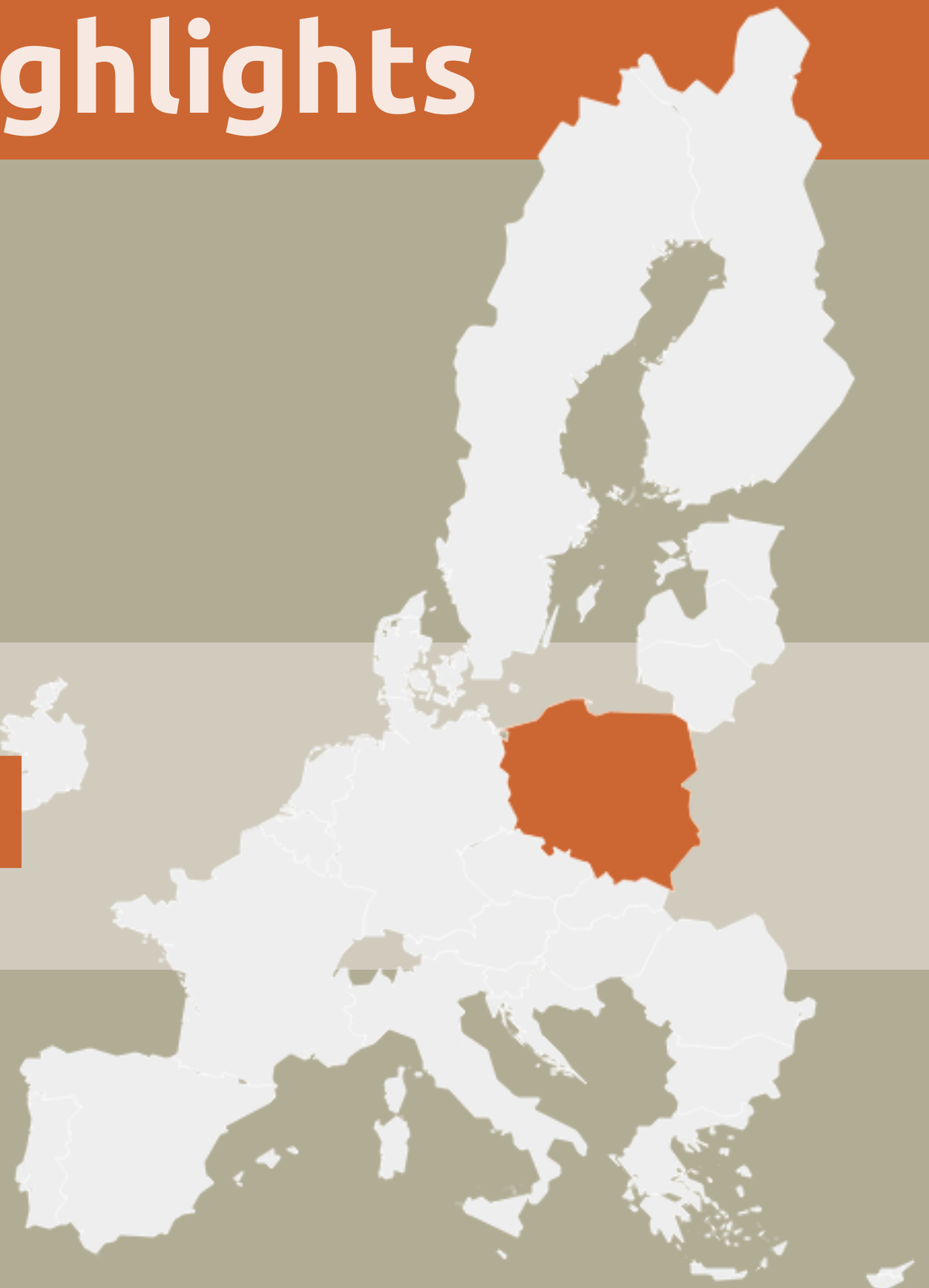


European network of legal experts
in gender equality and non-discrimination

Non-discrimination country report 2025: highlights



Poland





Change in Government Brings Hope:

The October 2023 elections ended eight years of rule by the Law and Justice (PiS) party, opening the door to rebuilding rule of law and restoring institutional independence.



Legal Framework Still Fragmented:

Poland lacks a comprehensive anti-discrimination law. Protection varies depending on the ground and context, with gaps especially outside employment and for grounds like sexual orientation.



Weak Protection for LGBTIQ Persons:

Legal protections based on sexual orientation and gender identity remain limited. Hate speech and violence targeting these communities persist.



Roma and Migrants Face Systemic Barriers:

Roma communities experience segregation in education and poor housing. Non-EU migrants face exclusion from public services and are often subject to pushbacks at borders.



Disability Rights Poorly Implemented:

While laws exist, accessibility and reasonable accommodation remain inadequate. Many institutions lack compliance with legal standards for persons with disabilities.



Ombudsman's Role Weakened:

The Commissioner for Human Rights was previously under political pressure, with limited capacity to act effectively. A stronger mandate and support are now hoped for under the new government.



Low Public Awareness and Reporting:

Victims of discrimination rarely report incidents, due to fear, lack of trust in institutions, and limited access to justice.



Judiciary Still Under Political Pressure:

Reforms that undermined judicial independence remain in place.

Despite EU pressure, the process of full restoration of judicial independence is ongoing and uncertain.



Intersectional Discrimination Ignored:

Although multiple discrimination is mentioned in some legal contexts, there is little practical recognition or case law addressing overlapping forms of disadvantage.



Specialised legislation underused:

While the Equal Treatment Act provides wide protection, it is severely under-used by victims who favour other legal frameworks that lack the procedural safeguards provided by the ETA.