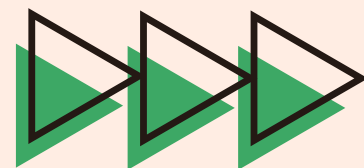




Austria non-discrimination country report

Key highlights

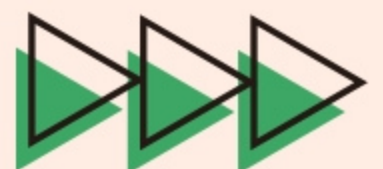


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Broad Legal Protection

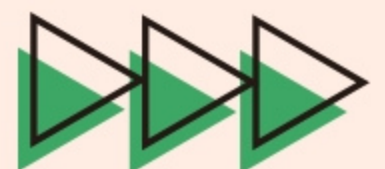
Austrian law offers wide protection against discrimination, including on the grounds of ethnicity, religion, age, sexual orientation and disability.





Fragmented Legislation

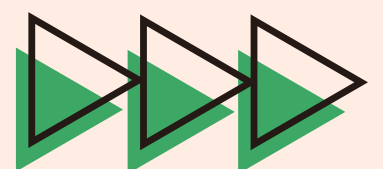
Responsibilities are divided between federal and provincial authorities, creating a complex and uneven legal framework across the country.

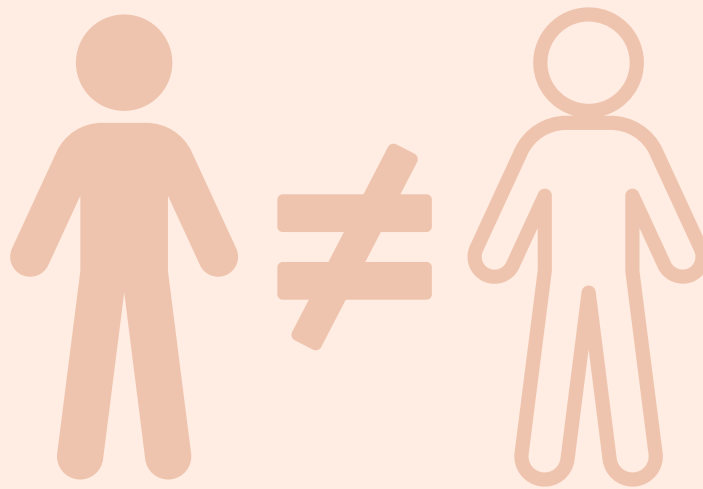




Disability Rights

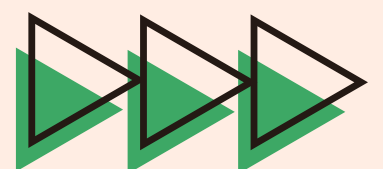
Protection extends well beyond employment and includes accessibility and compulsory conciliation. However, people with disabilities still face significant exclusion and higher unemployment.





Ethnic Discrimination

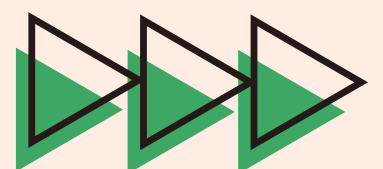
Courts interpret “ethnic affiliation” broadly, covering perceived foreignness and migrant background. Migrants and refugees nevertheless remain frequent targets of discrimination.





Religious Freedom

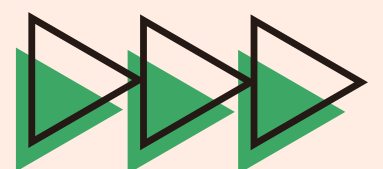
Case law has strengthened protection against discrimination involving religious clothing. A 2025 school headscarf ban, however, raises concerns about unequal treatment of Muslim girls.





LGBTIQ+ Equality

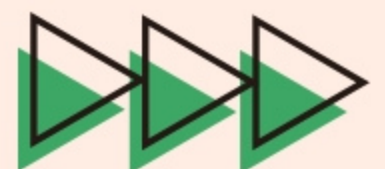
LGBTIQ+ people have achieved greater visibility, acceptance, and legal recognition, including equal access to marriage. Yet comprehensive protection outside employment and a national LGBTIQ+ action plan remain absent.





Age Discrimination

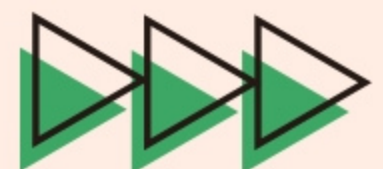
Employment law protects workers against unjustified age-based treatment, but age discrimination remains common and public awareness of legal rights is limited.





Equality Bodies

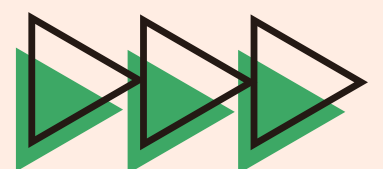
Austria has established specialised institutions that advise victims and help resolve disputes. Limited resources and divided responsibilities reduce their overall impact.

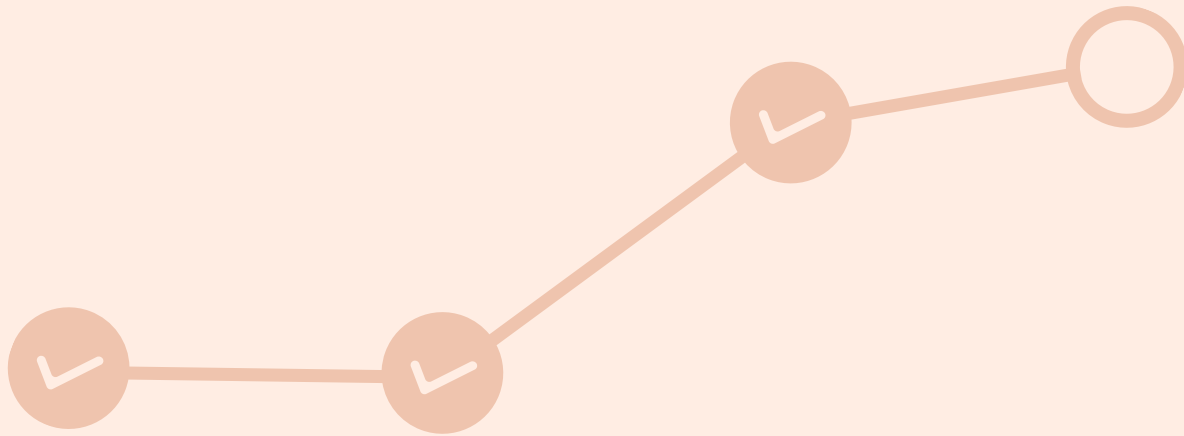




Litigation

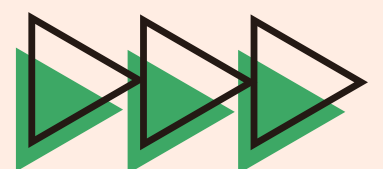
Despite a comprehensive framework, few cases reach the courts because proceedings are costly, outcomes uncertain and compensation often low. Nevertheless, the Litigation Association of NGOs against Discrimination is allowed to engage in proceedings in support of victims of discrimination and thus contributes to legal development.





Limited Policy Progress

Few substantive legislative reforms were introduced in 2025, while national strategies on racism and wider discrimination remain incomplete or absent.





See the full report on
non-discrimination
in *Austria* on our website.



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