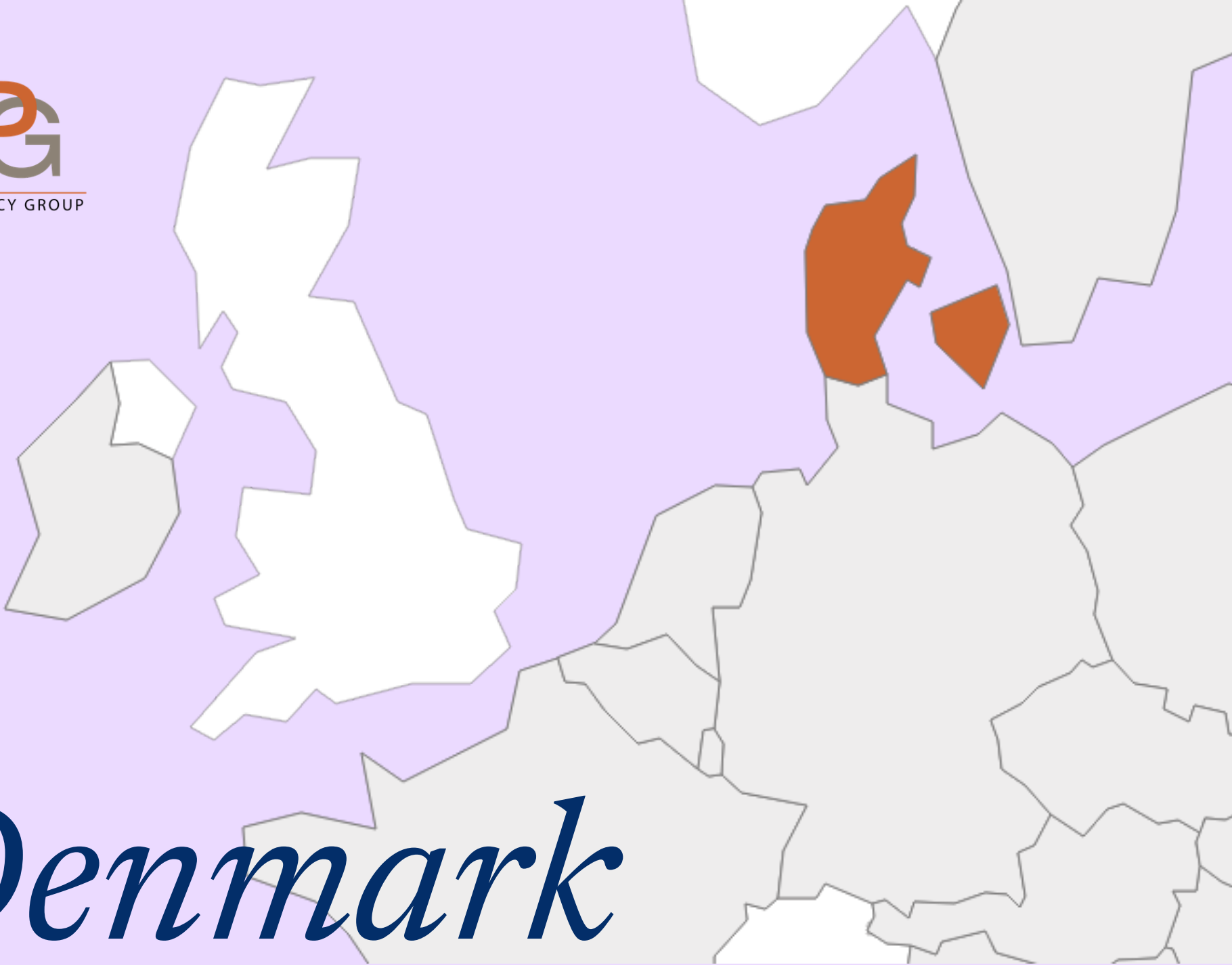
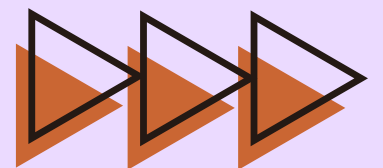


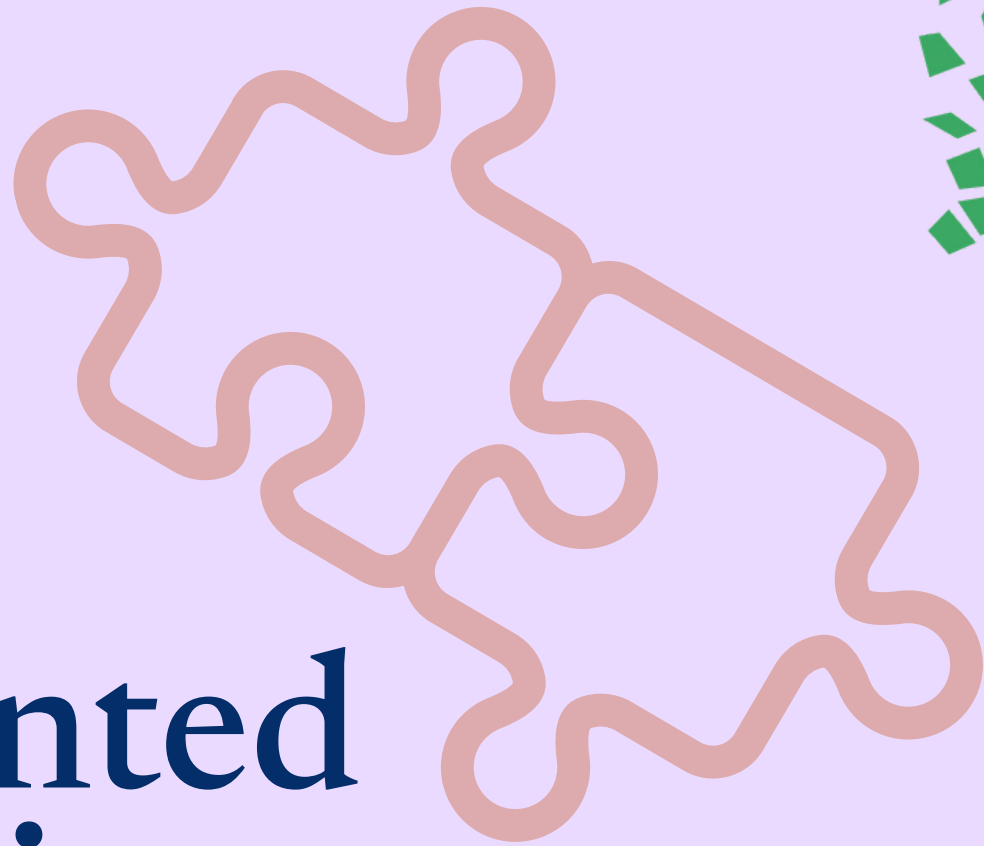


Denmark non-discrimination country report

Key highlights

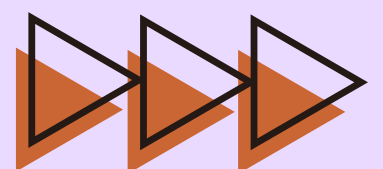


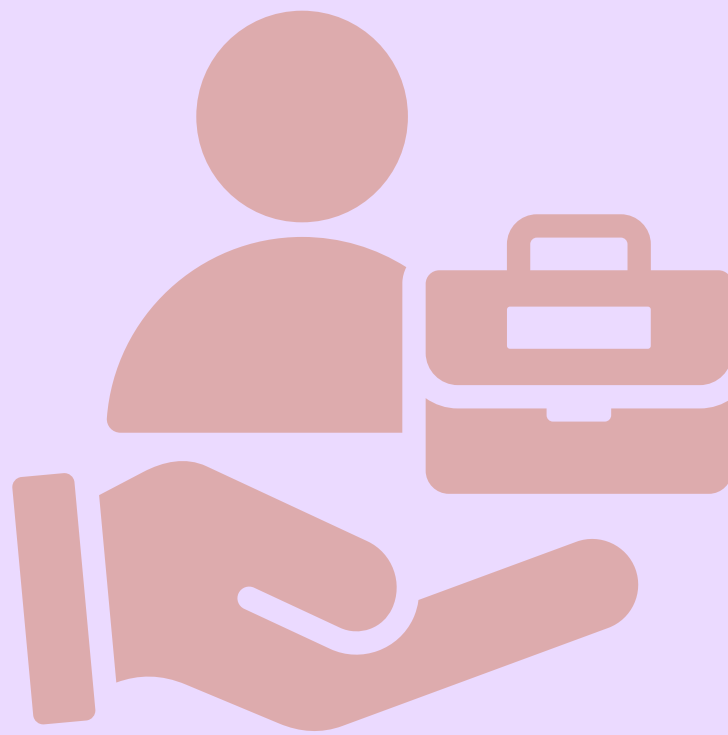
European network of legal experts
in gender equality and non-discrimination



Fragmented Legislation

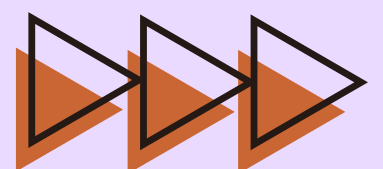
Denmark has broad anti-discrimination protections, but they are spread across multiple civil and criminal laws, making the framework difficult to understand and navigate. Age and religion or belief remain unprotected under civil anti-discrimination law outside the labour market, leaving important legal gaps.

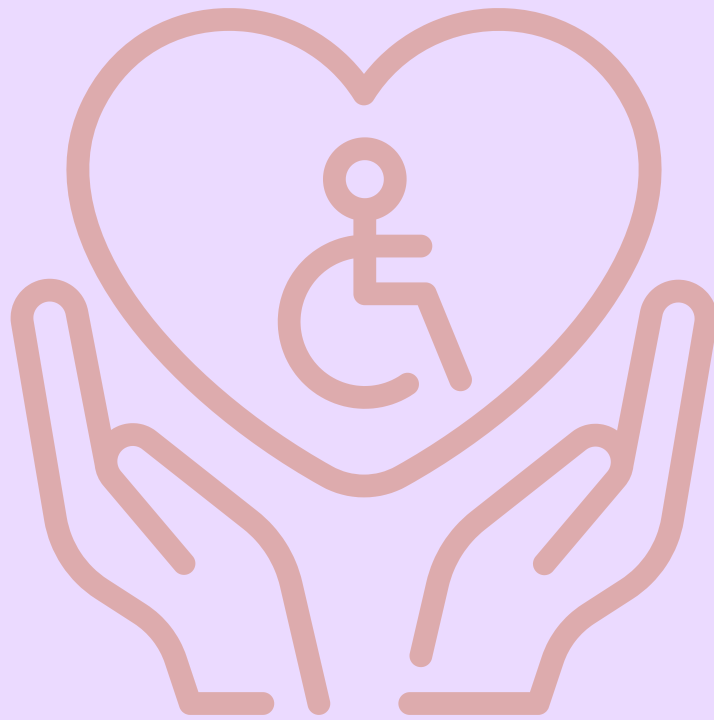




Weak Non-Employment Sanctions

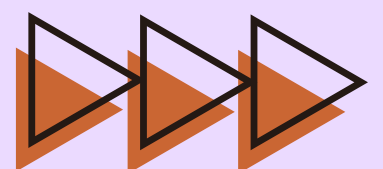
Compensation in employment cases is generally considered effective, but sanctions outside the labour market may be too limited to deter discrimination.





Disability Rights

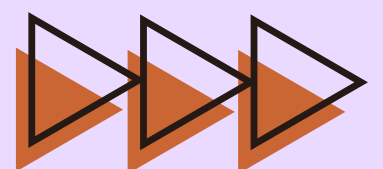
Disability discrimination is prohibited across most areas of society, with reasonable accommodation required in employment, schools and childcare settings. Complaints might result in compensation; however, Danish case law still relies heavily on medical evidence and may not fully reflect environmental barriers.

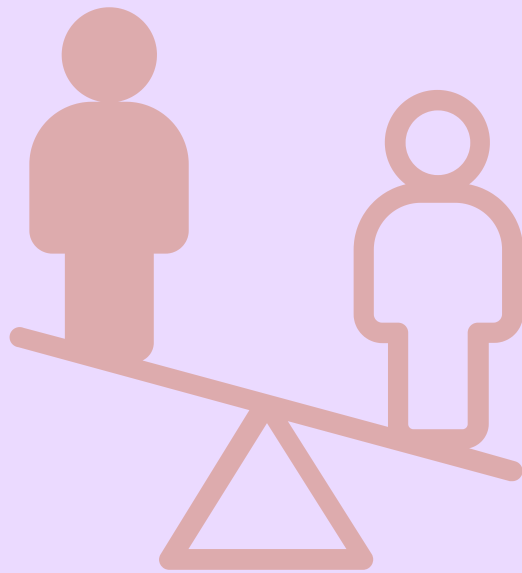




Disability Action Plan

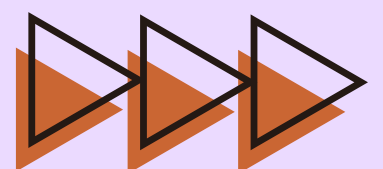
A new plan aims to bring another 15 000 people with disabilities into employment by 2030. Its focus on education and work is positive, but health, transport and other areas remain largely unaddressed.





Persistent Ethnic Discrimination

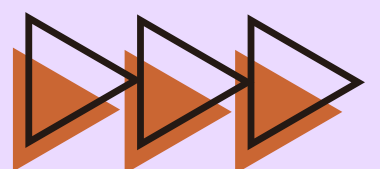
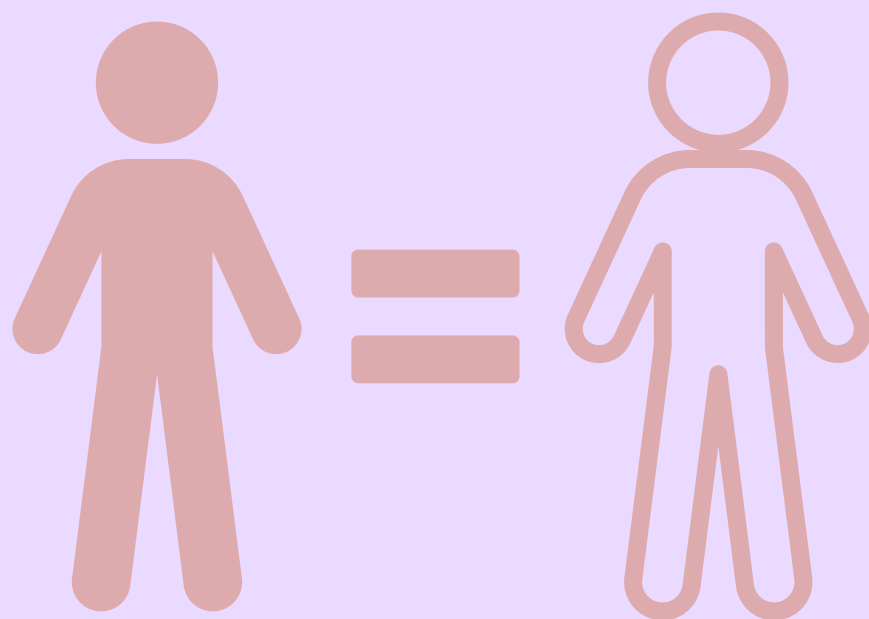
Legal protections are supported by successful complaints concerning recruitment and services. Nevertheless, 44% of immigrants of non-Western origin and their descendants reported ethnic discrimination in 2024. A 2025 Court of Justice of the European Union (CJEU) ruling confirmed that the category of people “from non-Western countries and their descendants” may amount to ethnic discrimination, potentially strengthening scrutiny of Danish housing policies.





New Anti-Racism Strategies

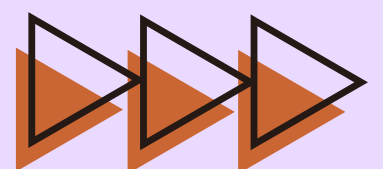
Denmark adopted long-awaited action plans against racism in 2025, including targeted measures for Greenlanders. However, the plans lack an intersectional approach and give limited attention to Islamophobia.





Religious Equality Challenges

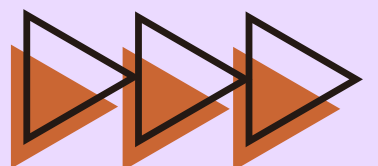
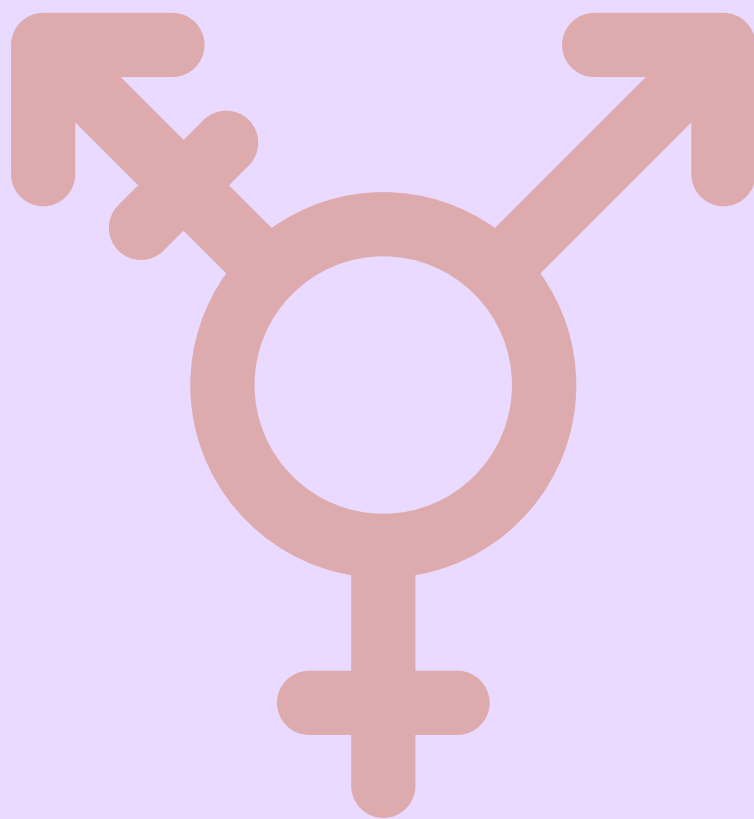
The Danish law protects religion and wider philosophical beliefs. Yet Jewish and Muslim communities continue to report antisemitism, racism, social exclusion and restrictions on expressing their identities.





LGBTIQ Protection

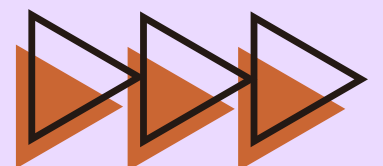
Recent reforms have expanded protection for sexual orientation, gender identity, gender expression and gender characteristics in several areas of law.





Active Equality Institutions

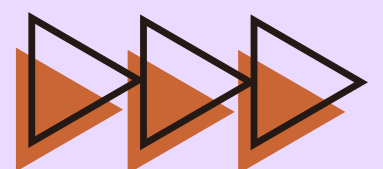
The Danish Institute for Human Rights provides research, recommendation, legal assistance and accessible information across discrimination grounds. It also brings strategic complaints. However, awareness remains limited, and the Board of Equal Treatment faces lengthy complaint-processing times.

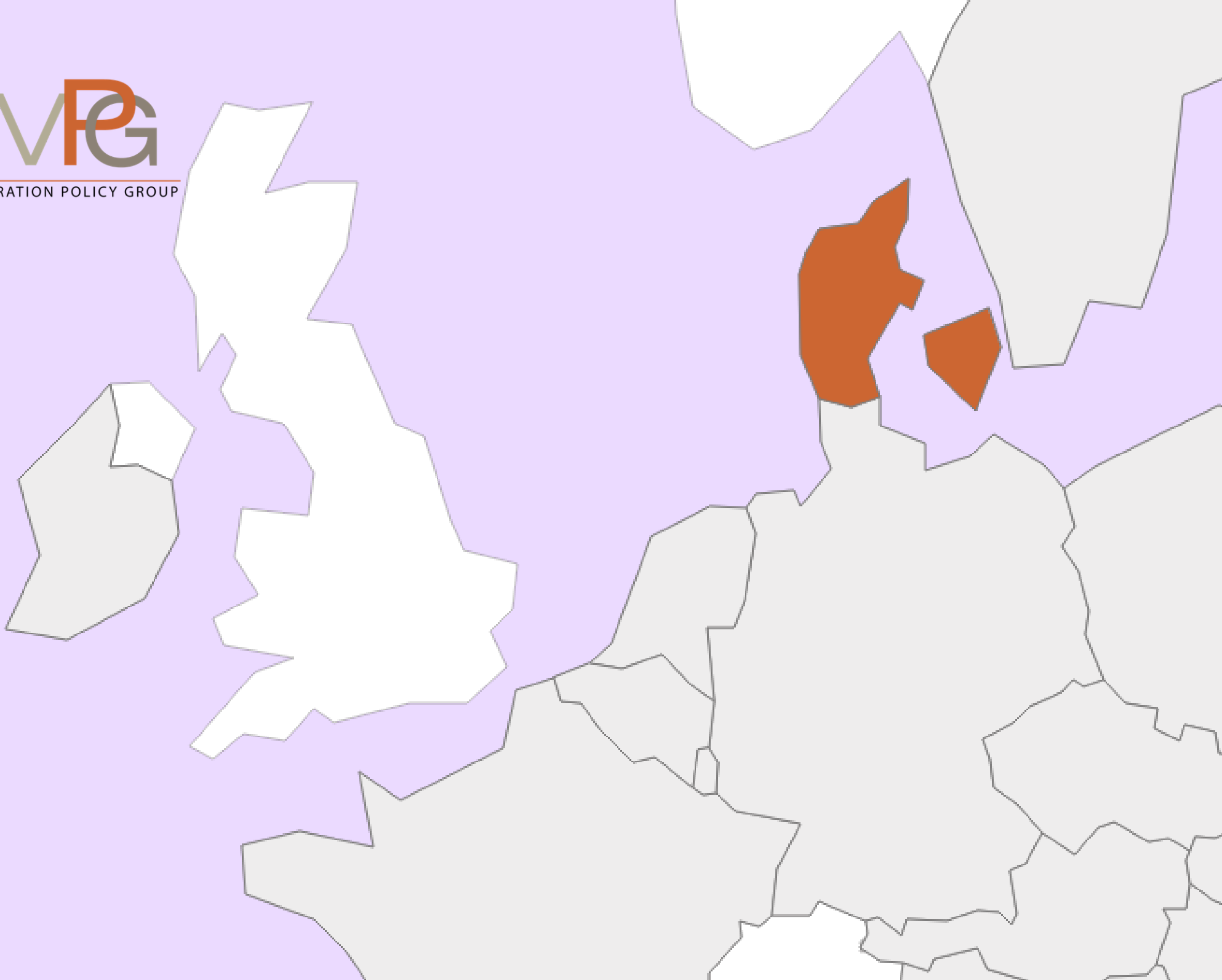




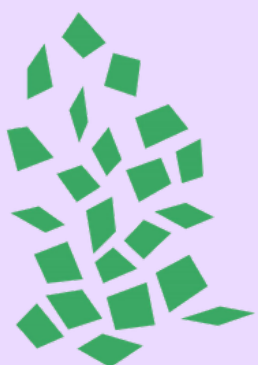
Accessible Complaints

The Board of Equal Treatment offers a widely used route for individual complaints and can award compensation without requiring court proceedings.





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



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