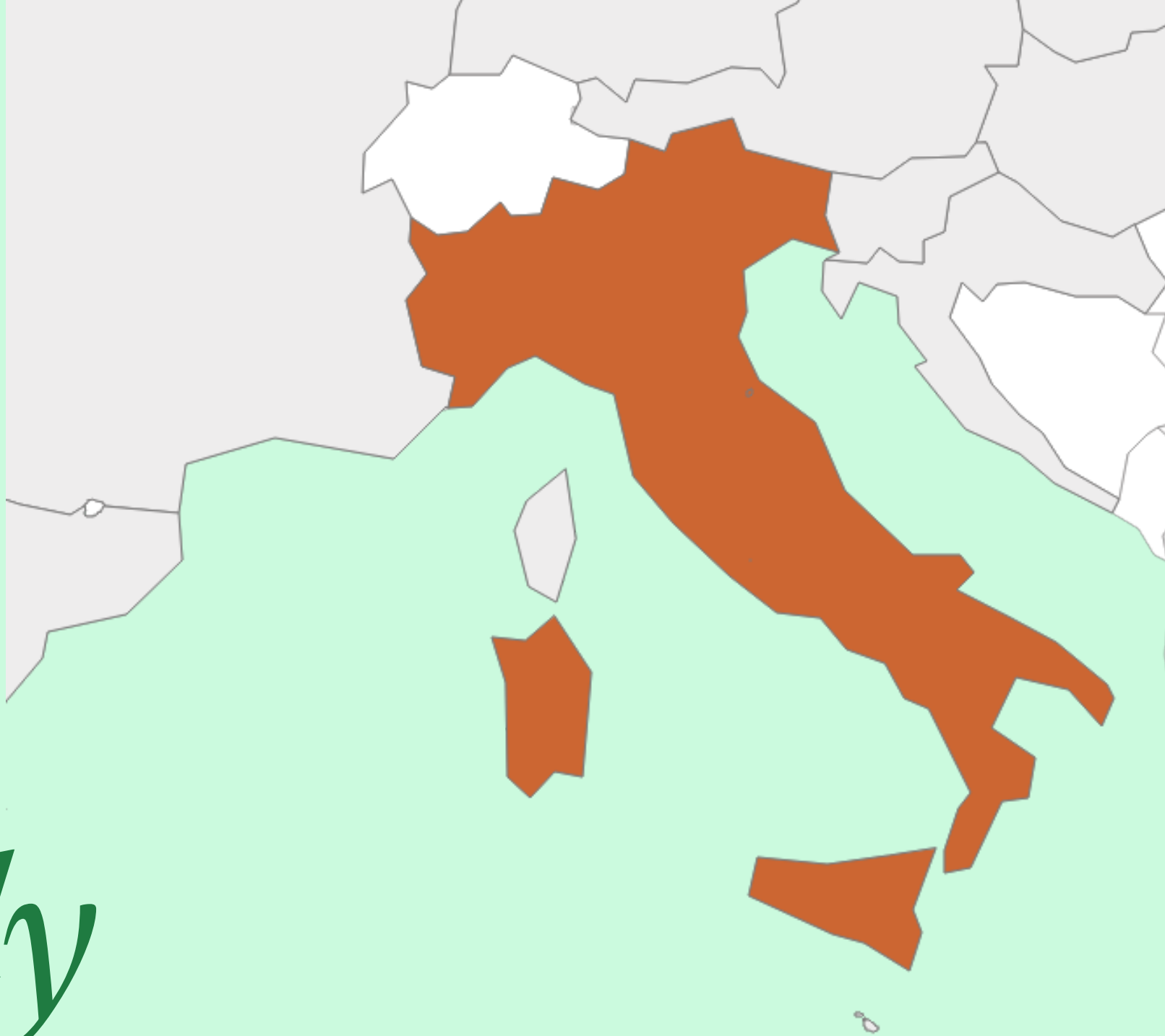
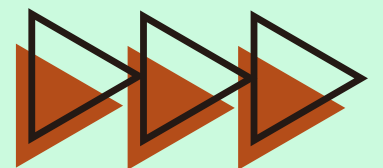




Italy non-discrimination country report

Key highlights

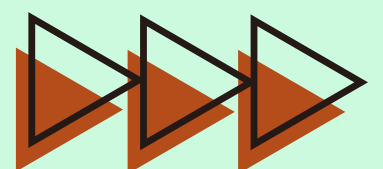


European network of legal experts
in gender equality and non-discrimination



Progressive Legislation

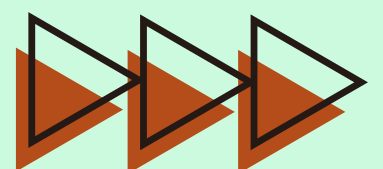
Italy has broad anti-discrimination laws covering race, disability, age, religion, sexual orientation and nationality, but overlapping statutes create legal complexity.





Disability Rights

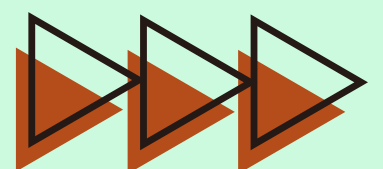
The 2024 disability reform broadened reasonable-accommodation rules beyond employment, while 2025 case law reinforced employers' duties to accommodate disabled workers.





Protective Case Law

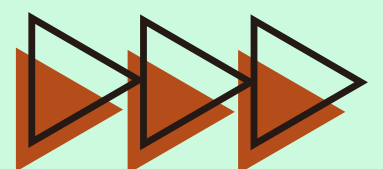
Courts increasingly apply EU and UN disability standards in practice, including requiring employers to consider remote work or extended leave.





Religious Equality

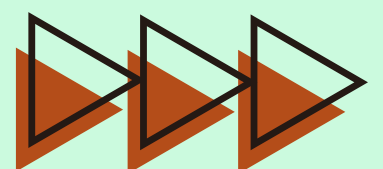
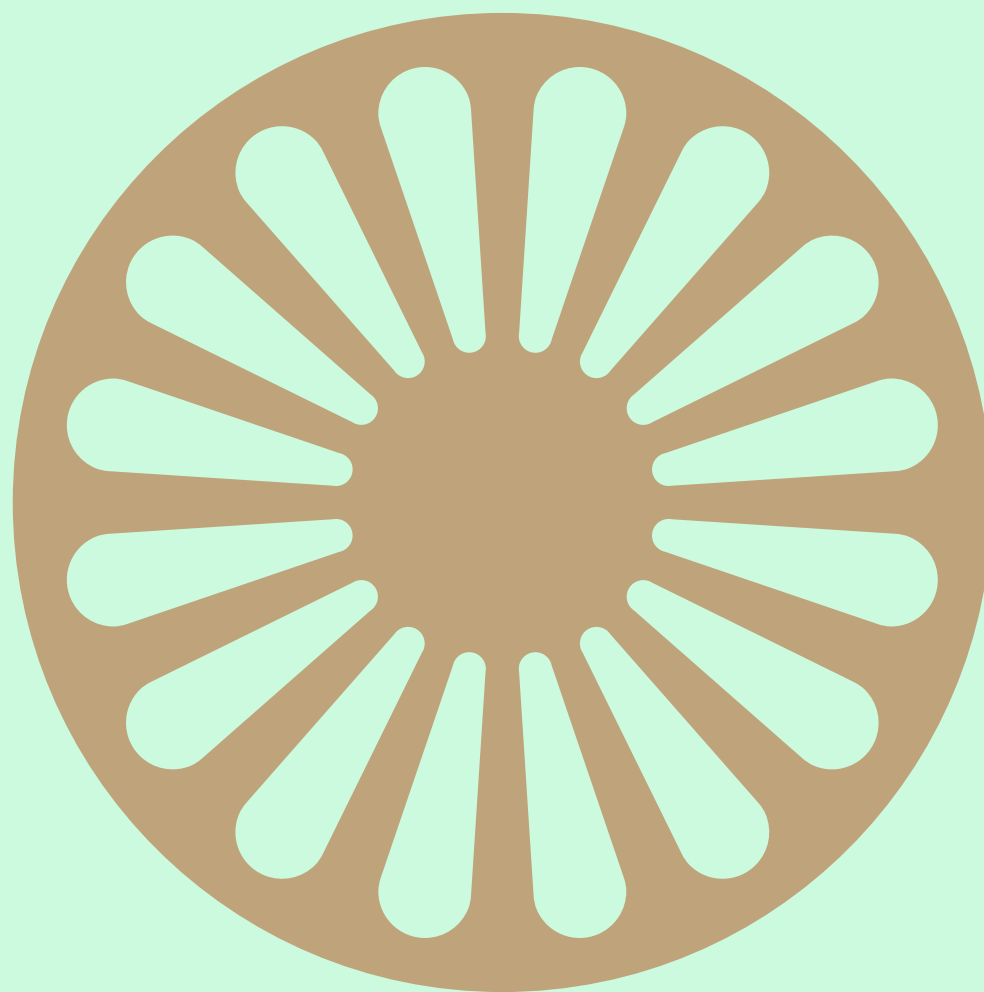
Courts have protected religious accommodation, including Sabbath observance, but Muslims without a state agreement lack equivalent statutory accommodation rights.

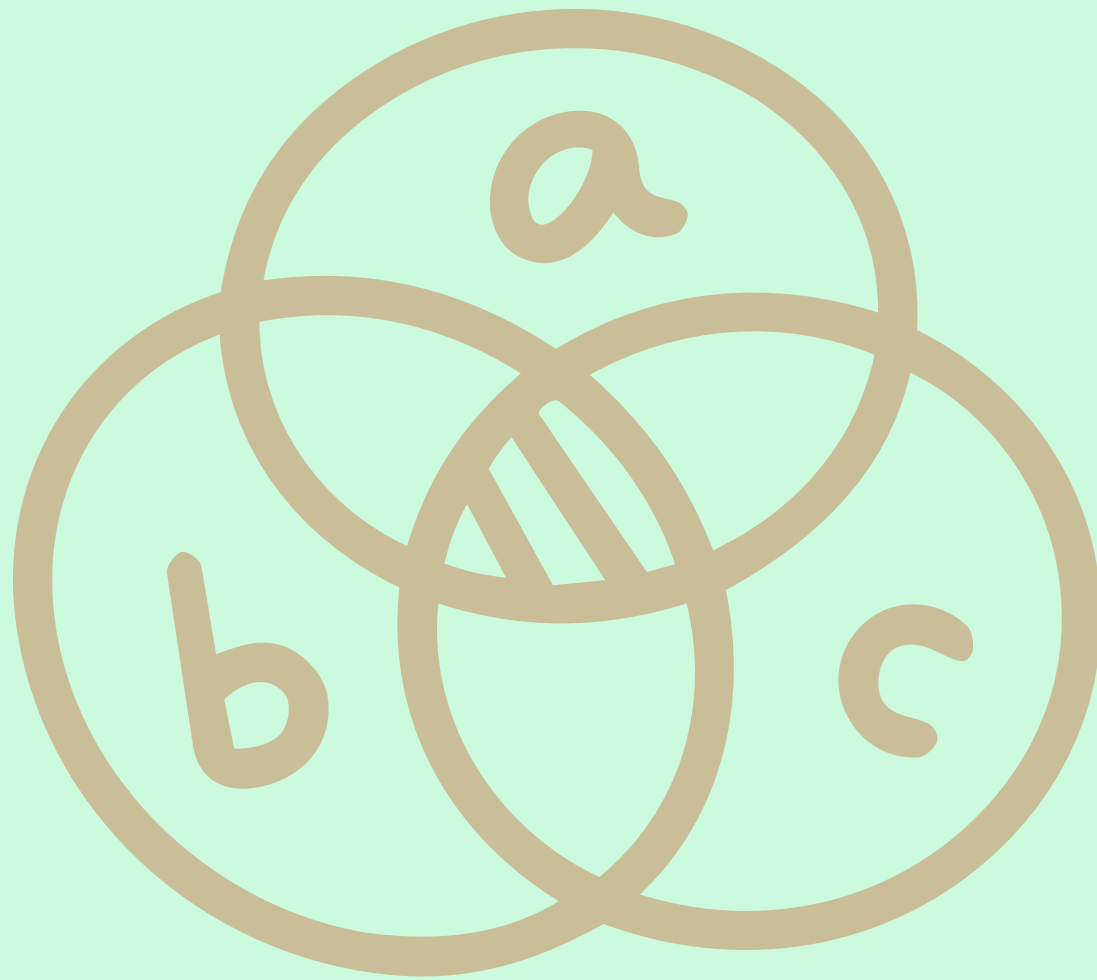




Roma Inclusion

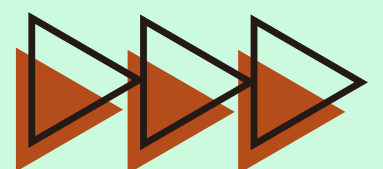
Measures to dismantle Roma camps and improve school integration show positive effects, although housing segregation and school dropout remain a concern.





Incomplete Protection

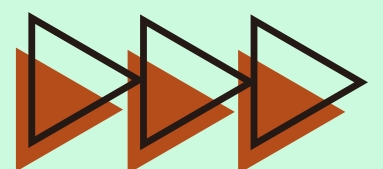
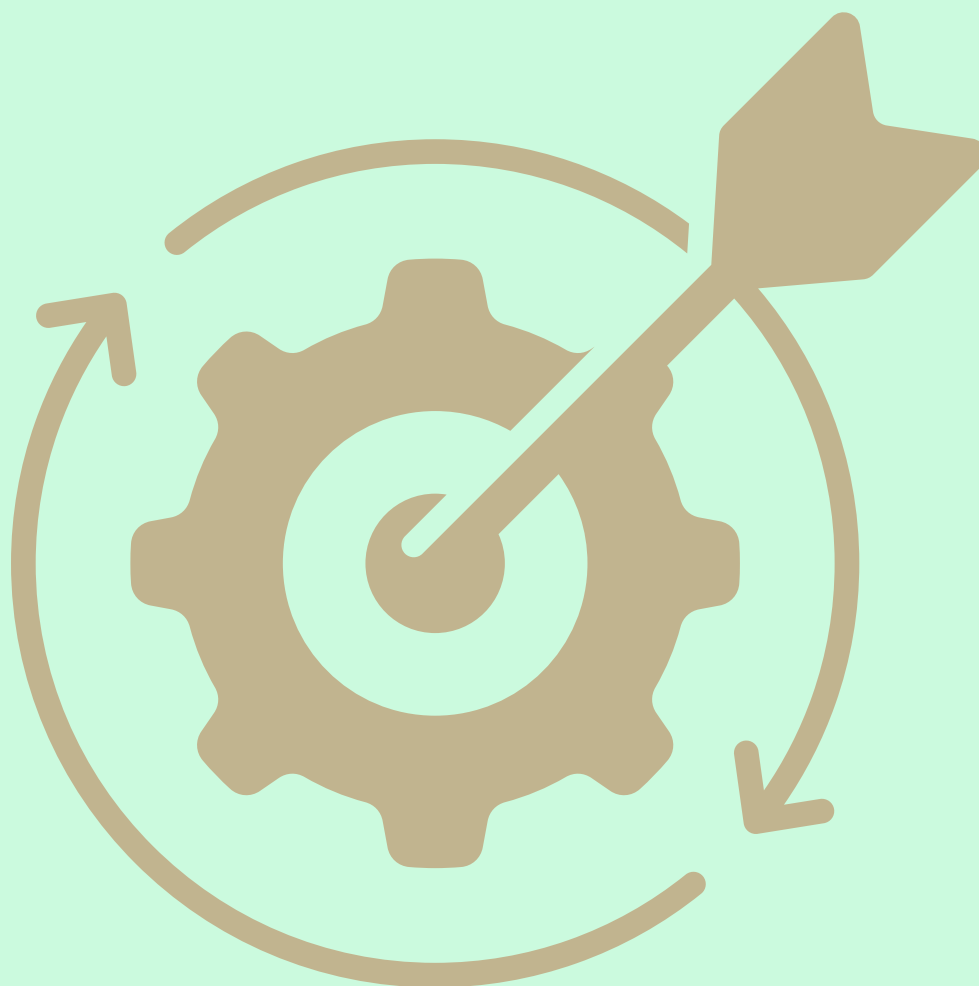
Multiple and intersectional discrimination are still not expressly prohibited or systematically considered when cases and sanctions are assessed.





Effective Remedies

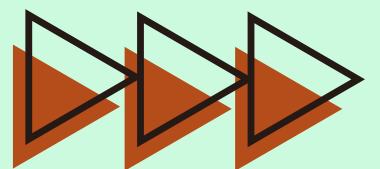
Victims can use fast-track proceedings, seek damages and obtain orders to stop discrimination, while associations have significant standing in strategic cases.





Limited Compensation

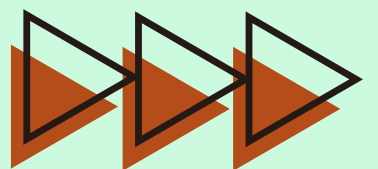
Courts can award non-pecuniary damages, and the Supreme Court reinforced their deterrent role, but average awards remain relatively modest.





Weak Equality Body

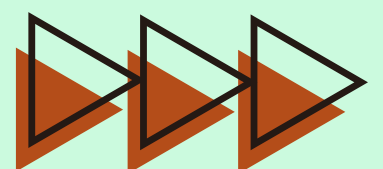
The National Office Against Racial Discrimination (UNAR) provides victim assistance, research and awareness work. However, its lack of independence, legal standing and investigative powers significantly limits its effectiveness.

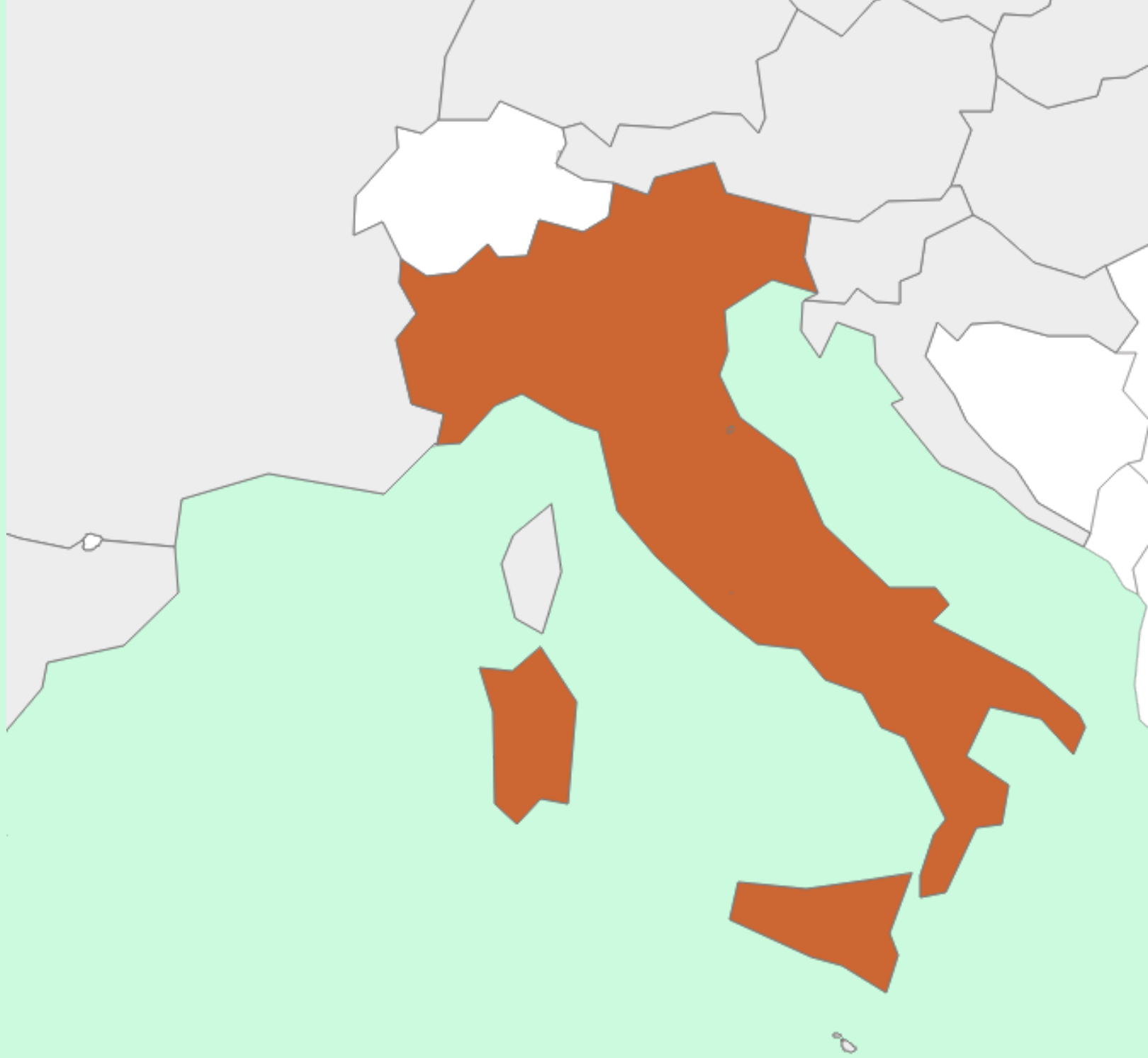




Data & Technology

Monitoring captures substantial discrimination, while Istat surveys improve the evidence base. However, UNAR lacks systematic equality-data collection and AI use by public authorities raises new discrimination risks.





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



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