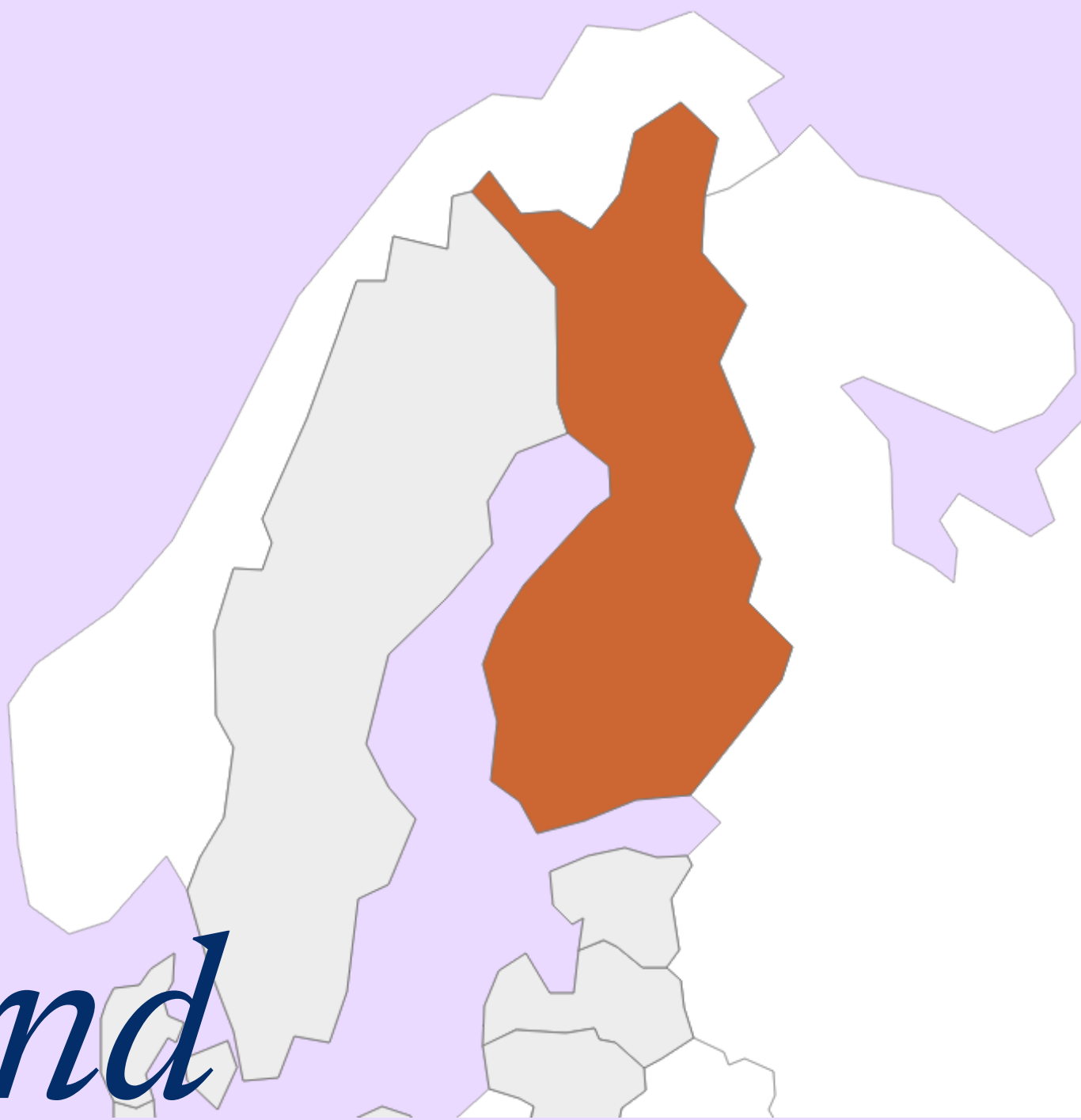
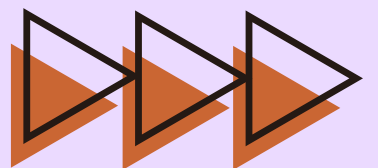




Finland non-discrimination country report

Key highlights

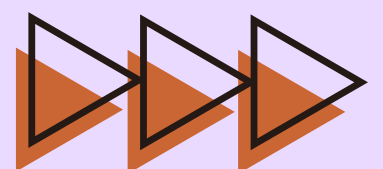


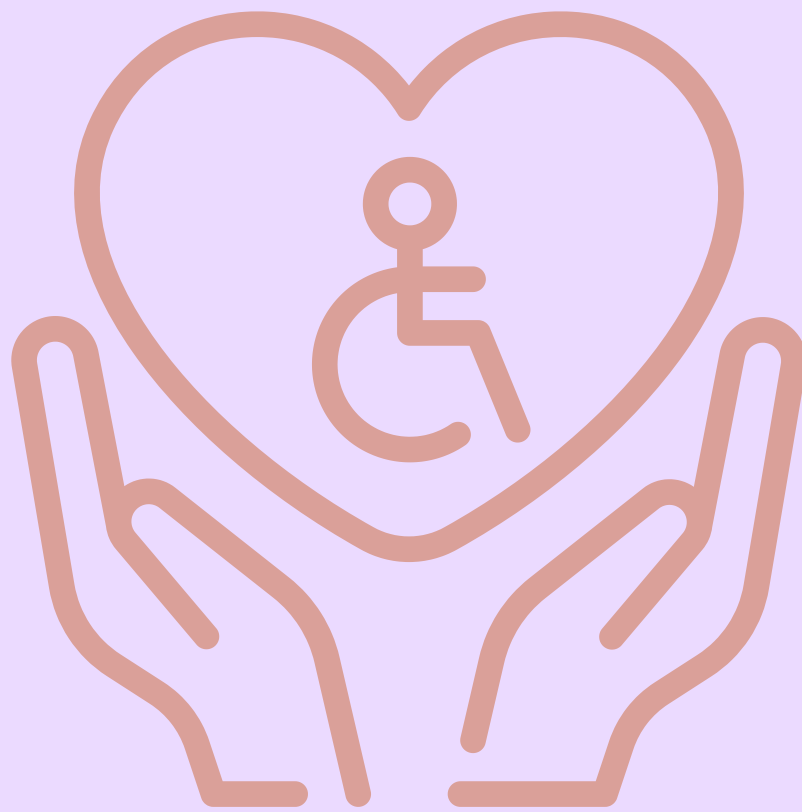
European network of legal experts
in gender equality and non-discrimination



Broad Legal Protection

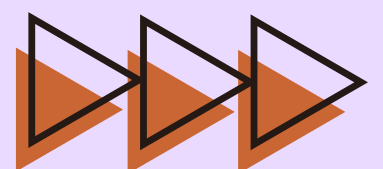
Finland's Non-Discrimination Act provides extensive protection across public and private activities and covers 14 discrimination grounds, going beyond EU minimum requirements.

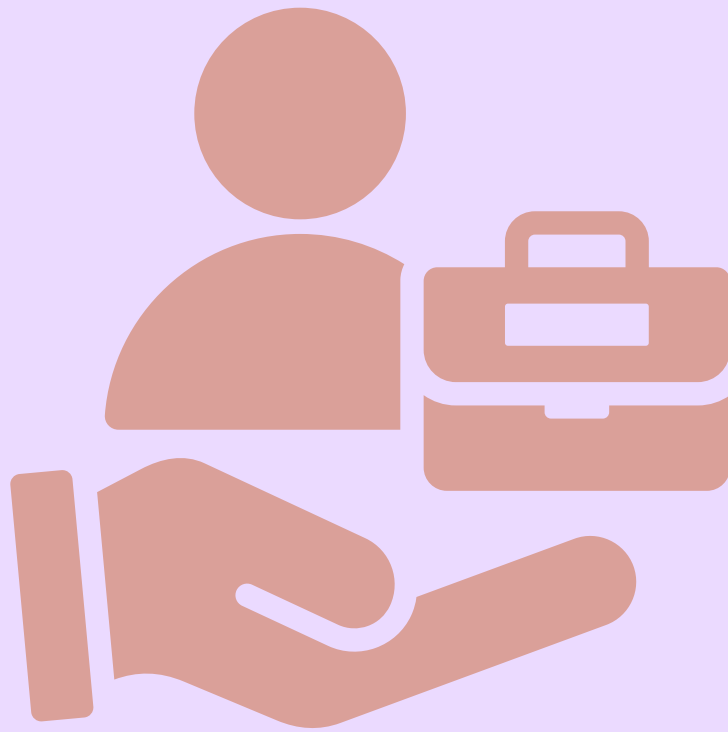




Disability Rights

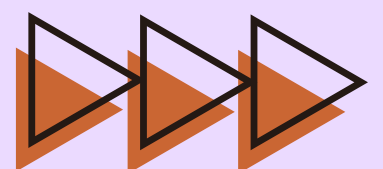
Protection has gradually shifted towards a stronger rights-based approach, with accessibility and reasonable accommodation increasingly recognised in legislation and case law.

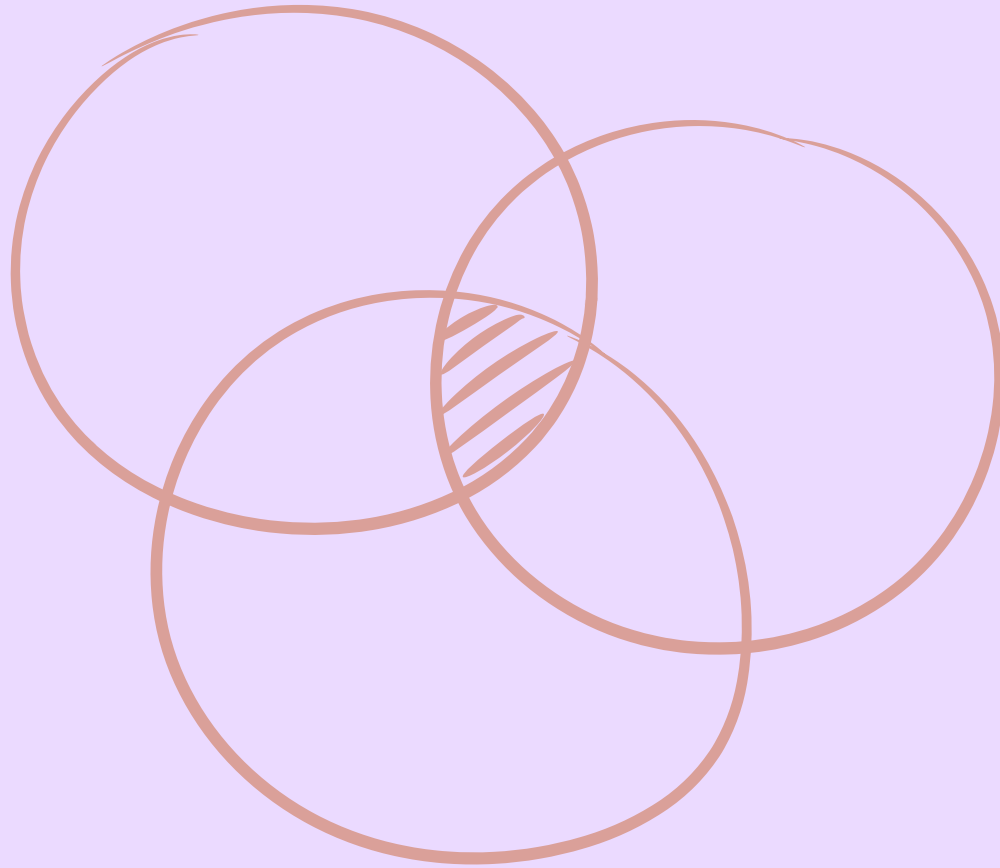




Equality Planning

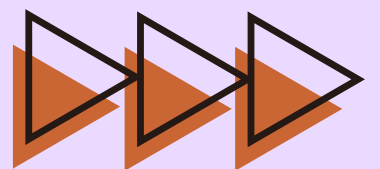
Public authorities, education providers and larger employers must implement positive action by actively promoting equality and preparing equality plans. The equality planning duty was repealed for early childhood education providers from January 2025.

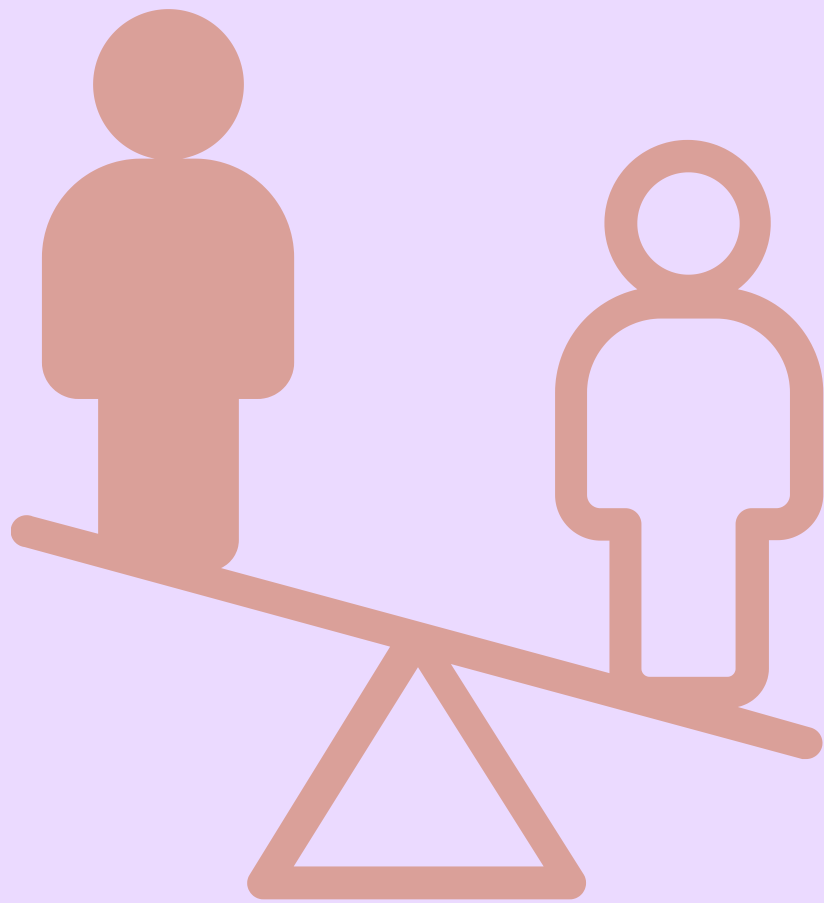




Multiple Discrimination

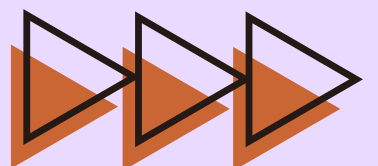
Although multiple and intersectional discrimination are not explicitly prohibited in legislation, they are increasingly recognised, including in a 2025 tribunal decision.





Ethnic Profiling

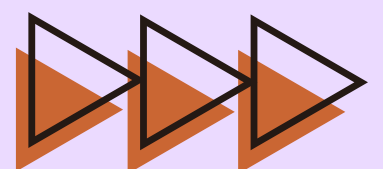
Finnish case law has reinforced protection against racial and ethnic discrimination, including a landmark ruling confirming that police identity checks amounted to unlawful ethnic profiling.

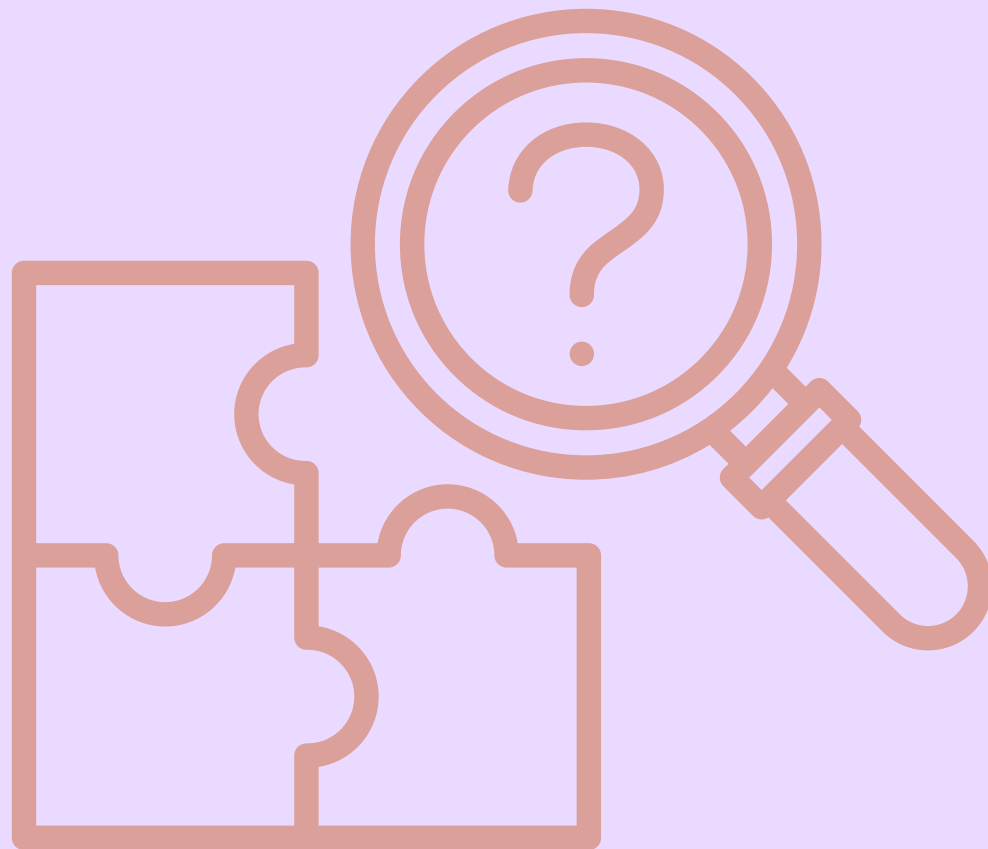




Limited Remedies

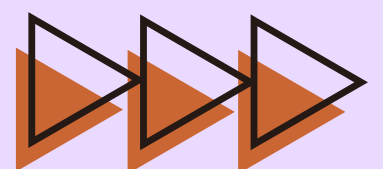
Victims can seek compensation, criminal proceedings and cessation orders, but access to justice may be constrained by legal costs and the absence of remedies such as reinstatement.





Enforcement Gaps

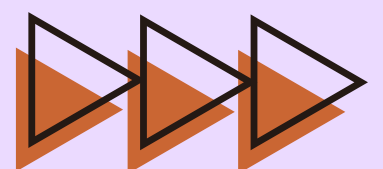
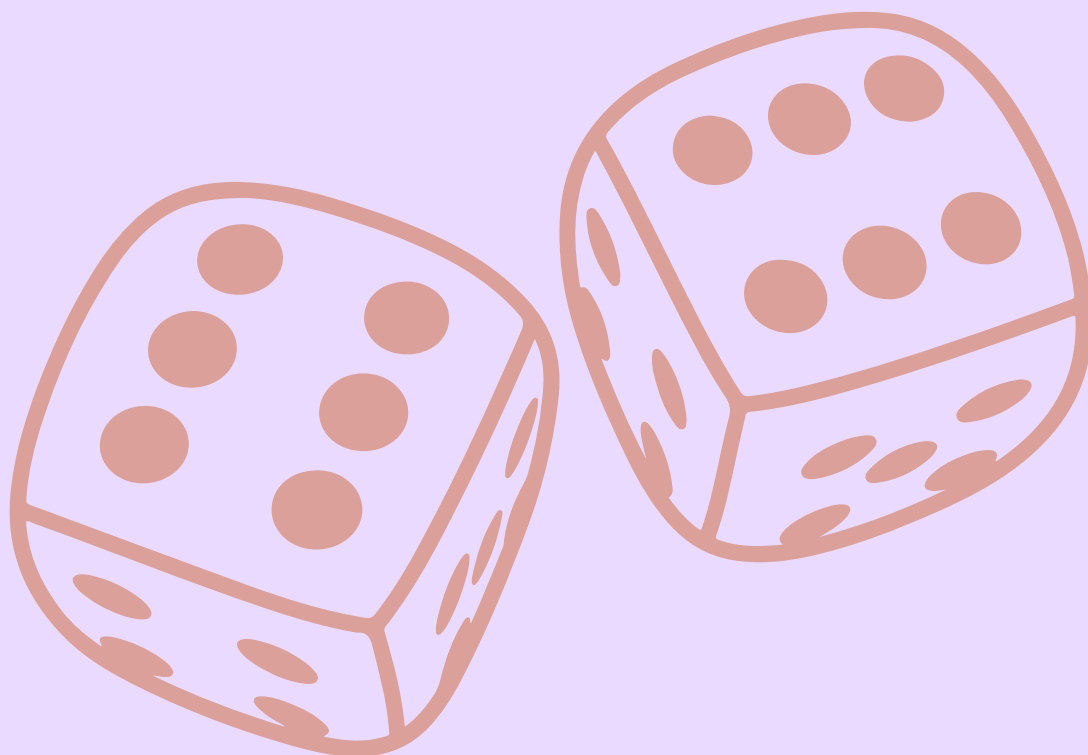
The National Non-Discrimination and Equality Tribunal can issue binding decisions and conditional fines, but it cannot award compensation and has no jurisdiction over employment discrimination.





Questionable Justification Rules

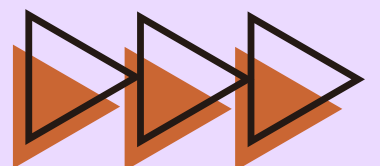
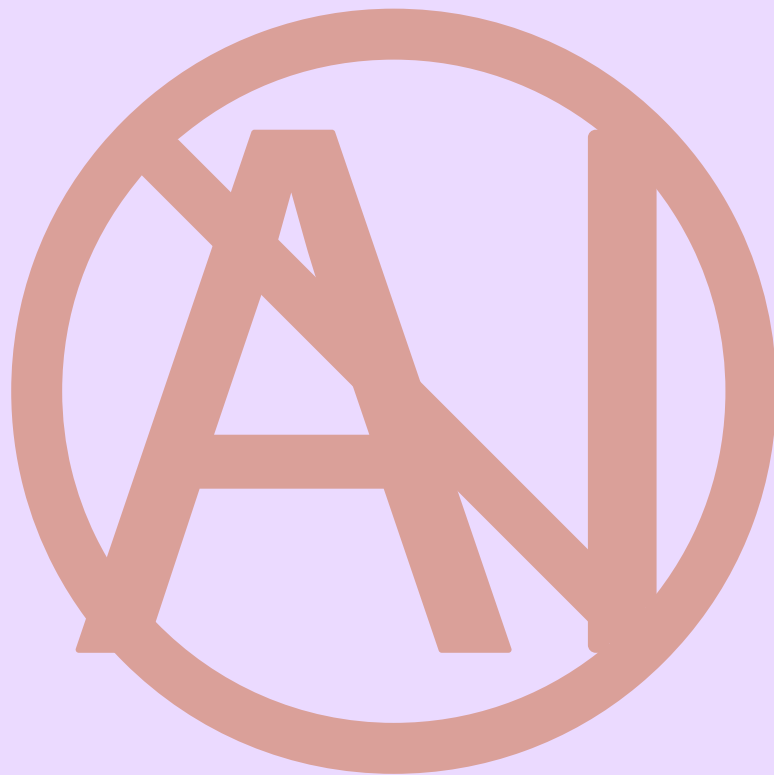
Finnish law allows certain forms of differential treatment outside employment when they pursue an acceptable and proportionate aim, raising concerns about compatibility with the EU Racial Equality Directive.





AI Discrimination

Finland has recognised discrimination risks linked to artificial intelligence for several years, with the Tribunal having prohibited discriminatory automated credit scoring based on personal characteristics.

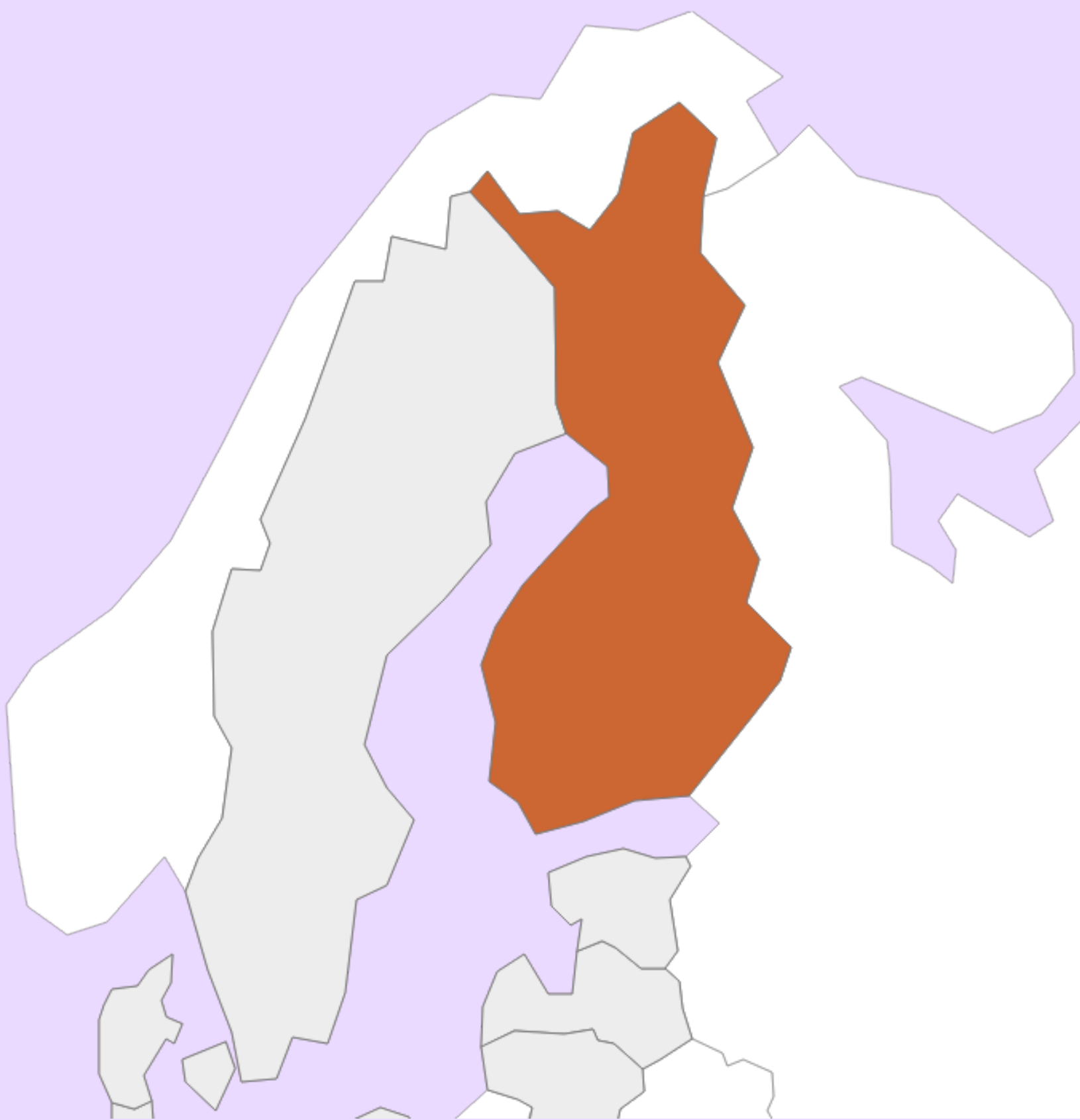




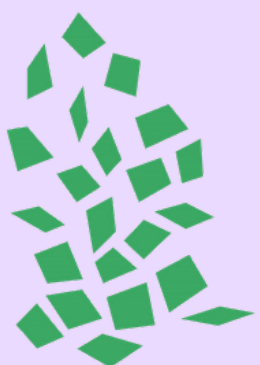
No Legislative Changes

No legislative amendments to the non-discrimination framework were made in 2025, while case law continued to shape protection. A notable pension case also highlighted continuing disadvantages linked to the historical legal recognition of same-sex relationships.





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



European network of legal experts
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