

Human resources play a crucial role in determining business strategy.

Comprising more than 100 lawyers, Mayer Brown's global employment & benefits team advises on the full range of employment law issues, both contentious and non-contentious, from recruitment to termination to restructuring, and all matters in between. Our international practice is renowned for steering clients through complex, multi-jurisdictional legislation and for delivering shrewd commercial advice.

We operate in the world's principal financial centers—in the US, Europe, Asia and the Middle East—and collaborate with a carefully nurtured selection of internationally experienced lawyers in other countries with whom we have worked closely for many years.

Our advice extends from proactively anticipating and avoiding issues to navigating and resolving matters once they become concerns.

Our strengths in employment law include employment counselling, employment litigation, employee benefits, executive compensation, global restructuring, outsourcing of human capital, employment and severance agreements, pensions plans, including fiduciary duties of employers and plan trustees, employee stock ownership and other incentive-based compensation, labour relations and union matters.

We advise on employment-related topics such as HR regulation, risk management and compliance, personal data privacy, the use of social media in the workplace, global employee mobility, diversity and inclusion, immigration, mediation, arbitration and litigation.

## CONTRIBUTORS

Americas | Asia | Europe | Middle East | [www.mayerbrown.com](http://www.mayerbrown.com)

### Belgium

Nicolas Simon  
VAN OLMEN & WYNANT  
T: +32 2 644 05 11  
E: nicolas.simon@vow.be

### England and Wales

Christopher Fisher  
MAYER BROWN  
T: +44 20 3130 3724  
E: cfisher@mayerbrown.com

Miriam Bruce  
MAYER BROWN  
T: +44 20 3130 3695  
E: mbruce@mayerbrown.com

### France

Régine Goury  
MAYER BROWN  
T: +33 1 53 53 43 40  
E: rgoury@mayerbrown.com

Julien Haure  
MAYER BROWN  
T: +33 1 53 53 36 48  
E: jhaure@mayerbrown.com

### Germany

Dr. Guido Zeppenfeld  
MAYER BROWN  
T: +49 69 79 41 2241  
E: gzeppenfeld@mayerbrown.com

Hagen Köckeritz  
MAYER BROWN  
T: +49 69 7941 2323  
E: hkoeckeritz@mayerbrown.com

### Italy

Francesco D'Amora  
QUORUM  
T: +39 02 87 21 32 37  
E: fdamora@quorumlegal.com

### Norway

Alexandra Refsnes  
ADVOKATFIRMAET THOMMESSEN AS  
T: +47 23 11 14 38  
E: are@thommessen.no

### Russia

Markus Schaer  
SECRETAN TROYANOV SCHAER SA  
T: +7 495 232 0301  
E: markus.schaer@sts-law.ru

### Spain

Daniel Cifuentes  
PÉREZ-LLORCA  
T: +34 91 423 66 89  
E: dcifuentes@perezllorca.com

### Switzerland

Martin Mueller  
PESTALOZZI ATTORNEYS AT LAW  
T: +41 44 217 91 11  
E: martin.mueller@pestalozzi.com

### Turkey

Maral Minasyan  
KOLCUOĞLU DEMIRKAN KOÇAKLI  
T: +90 212 355 99 27  
E: mminasyan@kolcuoglu.av.tr

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# Diversity and Discrimination

## Traffic Lights

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	Belgium	England & Wales	France	Germany	Italy	Norway	Russia	Spain	Switzerland	Turkey	
Gender and Family											Gender and Family
Breastfeeding	Red	Yellow	Red	Yellow	Red	Red	Red	Yellow	Red	Red	Breastfeeding
Family Status	Yellow	Yellow	Red	Red	Yellow	Yellow	Red	Yellow	Red	Yellow	Family Status
Marital Status	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Marital Status
Maternity	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Maternity
Paternity	Yellow	Red	Red	Red	Red	Red	Red	Yellow	Red	Red	Paternity
Pregnancy	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Pregnancy
Sex/Gender	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Sex/Gender
Sexual Orientation	Red	Red	Red	Red	Red	Red	Yellow	Red	Red	Red	Sexual Orientation
Transgender	Red	Red	Red	Red	Yellow	Red	Yellow	Red	Yellow	Red	Transgender
Women in the Workplace	Red	Red	Red	Red	Red	Red	Red	Yellow	Red	Red	Women in the Workplace
Race, Origin and Looks											Race, Origin and Looks
Appearance	Red	Yellow	Red	Red	Yellow	Yellow	Red	Green	Yellow	Red	Appearance
Birthplace	Red	Yellow	Yellow	Red	Yellow	Red	Red	Red	Yellow	Red	Birthplace
Caste	Red	Yellow	Red	Red	Yellow	Red	Red	Red	Yellow	Red	Caste
Class	Red	Green	Red	Red	Yellow	Yellow	Red	Red	Yellow	Red	Class
Ethnicity	Red	Red	Red	Red	Yellow	Red	Red	Red	Yellow	Red	Ethnicity
Facial Features	Red	Yellow	Red	Red	Green	Yellow	Red	Green	Yellow	Red	Facial Features
Language	Red	Yellow	Red	Red	Red	Red	Red	Yellow	Red	Red	Language
Nationality	Red	Red	Red	Red	Yellow	Red	Red	Red	Yellow	Red	Nationality
Race	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Race
Social Origin	Red	Yellow	Red	Red	Yellow	Red	Red	Red	Yellow	Red	Social Origin
Tribal Origin	Yellow	Yellow	Red	Red	Yellow	Red	Red	Red	Yellow	Red	Tribal Origin
Age	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Age
Age	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Age
Health											Health
Carriers of Epidemic Pathogens	Red	Yellow	Red	Red	Yellow	Yellow	Red	Red	Yellow	Yellow	Carriers of Epidemic Pathogens
Disability	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Disability
HIV/AIDS	Red	Red	Red	Red	Red	Red	Red	Red	Yellow	Yellow	HIV/AIDS
Medical Records	Red	Red	Red	Red	Red	Red	Yellow	Red	Yellow	Yellow	Medical Records
Unions and Politics											Unions and Politics
Party Affiliation	Red	Yellow	Red	Red	Yellow	Red	Red	Red	Yellow	Yellow	Party Affiliation
Political Opinion	Red	Yellow	Red	Red	Red	Red	Red	Red	Yellow	Red	Political Opinion
Thought	Red	Yellow	Red	Red	Red	Yellow	Red	Red	Yellow	Red	Thought
Trade Union Activity	Red	Red	Red	Red	Red	Red	Red	Red	Yellow	Red	Trade Union Activity
Trade Union Membership: former	Red	Red	Red	Red	Red	Red	Red	Red	Green	Red	Trade Union Membership: former
Veterans											Veterans
War Veterans	Green	Green	Green	Green	Red	Green	Yellow	Green	Green	Yellow	War Veterans
Privacy	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Privacy
Privacy	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Privacy
History	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	History
Criminal Record	Yellow	Red	Yellow	Red	Red	Red	Red	Red	Yellow	Yellow	Criminal Record
Religion	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Religion
Belief	Red	Red	Red	Red	Yellow	Red	Red	Red	Red	Red	Belief
Religion	Red	Red	Red	Red	Red	Red	Red	Red	Red	Red	Religion
Pay											Pay
Equal Pay	Yellow	Red	Red	Red	Red	Red	Red	Yellow	Red	Red	Equal Pay
Mechanisms											Mechanisms
Disability Commission	Yellow	Red	Red	Red	Yellow	Red	Green	Red	Red	Red	Disability Commission
Equal Opportunities Commission	Red	Red	Red	Red	Red	Red	Green	Red	Green	Red	Equal Opportunities Commission
Human Rights Commission	Yellow	Red	Red	Yellow	Yellow	Red	Green	Green	Red	Red	Human Rights Commission
Women's Commission	Red	Red	Red	Yellow	Green	Red	Green	Red	Red	Red	Women's Commission

Specific legislation, case law or mechanism exists and protects this class

No specific legislation, case law or mechanism exists to cover this class but this class MAY be protected by other legislation, case law or institutional mechanism

This class/category is not protected by legislation, case law or an institutional mechanism

\* Countries have been selected on the basis of their economic and commercial relevance.