

Perhaps you are the victim or instigator of discrimination based on sex

The Institute for the equality of women and men can provide you with help and information

0800/12.800
(Press 1 in the menu)

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This document also exists in Dutch, French and German.

For any requests for information or complaints concerning discrimination based on sex, the Institute's first-line service is available from Monday to Friday, from 9 am to 5 pm, and can be contacted on the toll-free number **0800/12.800**, by email (egalite.hommestemmes@iefh.belgique.be) or by post (Institute for the equality of women and men, 1 Rue Ernest Blerot, 1070 Brussels).

You can also file a complaint with the Institute on the website (see the page "File a complaint").

How can you contact the legal unit?

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- > **By post**
Institute for the equality of women and men
1 Rue Ernest Blerot
1070 Brussels
- > **By telephone**
02/233 41 75
- > **By email**
egalite.hommestemmes@iefh.belgique.be
- > **Website**
<http://igvm-iefh.belgium.be>
- > **By fax**
02/233 40 32

SEXISM
HARASSMENT
VIOLENCE
GENDER
EQUALITY
MEN
PREGNANCY
DISCRIMINATION
TRANSGENDER
EQUALITY
WOMEN
PATERNITY



INSTITUTE
FOR THE EQUALITY
OF WOMEN
AND MEN

.be

Who can contact the Institute?

- // Have you been dismissed because you were pregnant?
- // Are you a man and feel that you do not have the same rights as women?
- // Are you a transgender person and feel that certain regulations do not take your status into account?
- // Have you noticed that a retailer offers goods and services at prices that are different for men than for women?
- // As an employer, do you wonder whether one of your customers is entitled to set the condition that they work only with men or women?
- // Does your employer give different benefits to women and to men?
- // Following your sex change, has your employer refused to extend your contract?
- // Are you on the receiving end of sexist remarks made by your colleagues or are you a victim of sexual harassment?
- // You are a woman. Does your male colleague in an equivalent post and with equivalent experience receive a better salary?
- // You are a man. Do you receive a different refund for your medication compared to women?
- // In your company, is accessibility to training limited for female employees?
- // Is paternity leave not permitted in your company?
- // Etc.

How can the Institute help you?

By assisting you in legal matters:

The Institute has a legal unit that handles all types of requests for information or complaints within the framework of discrimination based on sex, as well as complaints made by transgender persons. The files are treated with complete confidentiality, free of charge and always with the agreement of the victim. The legal unit is there to offer you advice and help you in the context of conciliation or judicial procedures. It also gives opinions.

By making available various publications and by gathering gender-related statistics:

The Institute provides citizens free of charge with a wide

range of publications and studies on issues connected with gender equality such as domestic violence, pregnancy in the workplace, transsexuality, paternity leave, the wage gap, sexism, etc.

All publications and studies can be downloaded free of charge or ordered from the website of Institute.

By supporting various voluntary associations:

The Institute lends its support (financial, institutional, content, etc.) to associations who are campaigning for the equality of men, women and transgender persons and promotes their work by helping them to implement their projects.

THE INSTITUTE FOR THE EQUALITY OF WOMEN AND MEN is the federal public institution with the following responsibilities:

- // guaranteeing and promoting equality between men and women;
- // combating all forms of discrimination or inequality based on sex;
- // creating and implementing a proper legal framework of appropriate structures, strategies, instruments and measures.