

The Norwegian anti-discrimination law on disability  
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In 2009 Norway got a comprehensive anti-discriminatory law, Diskriminerings- og tilgjengelighetsloven, in short DTL, in English it is named the Anti-Discrimination and Accessibility Act.

DTL is a civil law and it is disability-specific.

Before 2009, the only legal protection against discrimination of disabled people was in employment.

DTL prohibits direct and indirect discrimination, harassment, instruction and reprisals, and denial of individual and general accommodation.

DTL defines general accommodation as universal design. Both public and private entities have the obligation “to ensure the universal design of the undertaking's normal function provided this does not entail an undue burden for the undertaking”, according to section 9.

In addition section 12 requires reasonable accommodation but this obligation is restricted to employers, school authorities and municipalities.

Although the requirement of universal design, i.e. accessible physical conditions, is a radical one, it does not ensure access to goods and services for all. A lot of disabled people will need personal assistance and other different ways of making services accessible.

The specialised body enforcing DTL, is the Equality and Anti-discrimination Ombud (Likestillings- og diskrimineringsombudet, in short LDO).

This body was established in 1979 to enforce the Gender Equality Act (Likestillingsloven av 1979). Today the Ombud enforce all civil anti-discrimination legislation.

The Ombud makes decisions, but has no sanctions for violation of DTL. To get a legally binding decision, one must appeal to the Equality and Anti-discrimination Tribunal.

The Tribunal may also impose moratorium fines to those who do not abide to the Tribunal's decision.

During the first two years, the Ombud has received 220 complaints, out of which about 150 are related to universal design.

The Ombud also gives advice and have received hundreds of calls from disabled people about their rights under the law.