

Cases and rulings

Country Code	Year	Reference details title	Reference details URL	Hate Bias motivation	Court / Body	Key facts of the case	Results (sanctions, outcome) and key consequences or implications of the case	Main reasoning / argumentation	Key issues (concepts, interpretations) clarified by the case	Key quotation in original language and translated into English with reference details
Croatia	2018	Croatia / Municipal Labour Court in Zagreb / no. 6 Pr-636/17-188		Nationality, Racial or ethnic origin, Religion	Municipal Labour Court in Zagreb	The case is concerning harassment and discrimination in the workplace. During 2011, at his workplace, the victim was received threatening messages such as "Stinking Arab, you are taking away food meant for our children, we will exterminate you all", messages with a drawn knife and noose with the message under writing "choose" and other disturbing content. The case revolved around whether the employer had ensured sufficient measures of protecting and preventing harassment of their workers.	The Court found that the worker had been harassed and discriminated against in the workplace based on his nationality/ethnic origin and religion, and was awarded reparations in the amount of 50,000 kn with interest, and also the amount of salary difference. The Court based that amount on the fact that the harassment provoked PTSD and depression in the victim, which in turn caused a deterioration of his ability to live by 15%.	The Court determined that the employer was at fault for not ensuring sufficient measures of protecting his workers from harassment in the workplace, as he knew about the threatening messages but only notified the police two months after the worker informed him about the third threatening message he received.	The Court determined that the employer was at fault for not ensuring sufficient measures of protecting his workers from harassment in the workplace.	N/A

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