DATABASE 2012-2024 ON ANTI-MUSLIM HATRED

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
Ireland	2022	ADJ-00032864 Narimene Saad vs Deeward Ltd	https://www.workplacerelations.ie/en/cases/2022/june/adj-00032864.html	Religion	Work Place Relations Commission (WRC)	Narimene Saad had complained under the Employment Equality Act against Deeward Ltd, claiming she was discriminated against on the basis of both her race and religion when she interviewed for a position with the firm. The company had denied discriminating against her at all. She told a hearing that she was invited to an interview for a part-time weekend job and met the company's operations manager. The interviewer questioned her about her nationality when she wore a headscarf to a job interview.	The adjudiactor found she had established a prima facie case of discrimination on the basis of race — but rejected the suggestion that she was discriminated against on religious grounds because of her headscarf.	"Asking the complainant, who was wearing a headscarf, about her nationality at an interview raises an inference of discrimination in the circumstances," wrote the adjudicator, in his decision. Precedent established by the Labour Court was that there was "no need to establish intention to discriminate".	In recognising racial discrimination, the impact of discriminatory behaviour/action is considered, and there is "no need to establish intention to discriminate".	"Asking the complainant, who was wearing a headscarf, about her nationality at an interview raises an inference of discrimination in the circumstances" ; "no need to establish intention to discriminate".

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http://fra.europa.eu/en/databases/anti-muslim-hatred/

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