







# SITUATION-1

It is COVID-19 pandemic period Easter time, country goes under curfew at 9 pm. Easter of minority that you are representing is a week earlier than the Easter of the majority. According to the rumours Government wants to make a decision to lift restrictions during the Easter of majority so citizens can attend late night religious ceremony, at the same time your religious community is also holding late night Easter ceremony but you are not allowed to go out after 21:00 pm

**What would you do as a minority?**

- A.** I wouldn't do anything, one person cannot change anything
- B.** Would go to ceremony and explain police the situation
- C.** Apply for the permission to the special body to give pass for after curfew hours to exercise your right to freedom of religion and association
- D.** If government decided so, then this is how it should be.



# SITUATION-2

Public television (funded by the government/by taxpayers) of your country closed the daily news programme in the ethnic minority language because of the lack of financial resources and crisis. This programme was only news source in the minority language. You are representing ethnic minority group in which majority of members do not speak the state language and respectively cannot receive information in state language, they stay isolated with no information about daily political, social and economic life of the country they live in and are citizens.

## What would you do as a minority?

- A. I wouldn't do anything, this is all politics
- B. Write letter to office of Ombudsman
- C. Call the protest and start the Social media campaign for raising awareness on discrimination on the ethnic ground
- D. There is still some amount of minority representatives like me who understands the state language, maybe if someone will ask for some information I will share if I have time.



# SITUATION-3

By the decision/regulations of the government, schools with the small amount of pupil went under optimisation (integrating to the bigger school in same district). Majority of such schools are those where 100% of pupil are ethnic minority and they study all subjects in the mother tongue (minority language). After the optimisation plenty of teachers lost their job, pupil had to switch the language of study to the language of majority (state language) while they had to pass final exams in the mother tongue. At the same time enrolment of the first grade pupil to the minority language department of the school was stopped, the reason of this, according to the principal of the school was lack of amount of teachers.

## What would you do as a minority?

- A. I don't see sense of doing anything, we are useless in front of politicians who make decisions for us
- B. Write letter to the ministry of education
- C. Make protests, involve media and bodies responsible for protection of human rights
- D. Would encourage passing exams and studying harder



# SITUATION-4

You are a member of the minority organisation which is planning to have annual peaceful protest as a commemoration day of one of the important historical events for your community. Officials highly recommended to do not hold your planned protest this year since it might trigger conflict between your minority and other minority group which is connected to that historical event and does not share the position of your community.

**What would you do as a minority?**

- A. Maybe would go if I get some guarantee of safeness
- B. Would ask police to hold stricter measures to do not face any conflict at the location of protest and ask to inform if more strict measures are possible to carry.
- C. Would risk and hold the peaceful protest, since police was informed in advance and exercise right of the people peaceably to assemble
- D. Would skip annual protest to do not trigger conflict



# SITUATION-5

The founding leader of the far-right nationalist party, a former journalist, had been using his various platforms extensively – newspaper articles, books, a TV programme he hosted, election rallies, a speech in parliament – to radically campaign against all minorities. His speeches and publications constituted harassment and incitement aiming discrimination including against your ethnic minority.

**What would you do as a minority?**

- A. Politicians are free to say what they want
- B. Apply to court and go until the highest instances of court
- C. Would call my Community members to strike against the party and never vote for them.
- D. Wouldn't pay attention to such people



# SITUATION-6

A young woman born in X country came to live in Z country at the age of 10. She attended schools in Z country and became a student. After the school she contacted a telemarketing company and said that she was interested in working as a telephone interviewer. She was invited to an introductory meeting where she was informed about the company and also signed a promise of professional secrecy. She was informed that the company's recruitment process involved three test situations, with test interviews carried out with the applicants' friends and the public while the company staff was listening. The job applicant took part in the first test. Some days later, she called a member of the staff to make an appointment for the second test. During this phone call, the member of company staff told the woman that she had a slight foreign accent. After the call there was no more contact between her and the company. She thought that is an ethnic discrimination and the company broke off the recruitment process and that the reason for this was only the woman's foreign accent. Also she asserted that the company had laid down a demand for 'clear and distinct' accent that was far too high and therefore not objective.

**What would you do as a minority?**

- A. Would try to agree with them to be accepted to the agreed position
- B. Apply to the office of Ombudsman against Ethnic Discrimination
- C. Bring a case in the Labour Court and go until the highest instances
- D. Nothing, because nothing would change



# SITUATION-7

Ms A and Y, are Christians who believe that their faith requires them to wear a small religious symbol on a chain visibly around their neck. In both cases, the women's respective employers had refused to allow them to continue in their role unless they removed their religious symbol.

Ms A worked for a private employer, in a customer facing role and was told that the symbol was a breach of the company's uniform policy. Ms A began to display her cross and, after refusing to remove or cover it, she was sent home without pay. After a month's of absence, Ms A was offered a non- customer facing role in which she could have worn the cross but she refused this offer and remained at home without pay. Later after company changed the uniform policy she was allowed to wear religious symbol, the company asked her to go back to the job.

**What would you do as a minority?**

- A. Would refuse to work
- B. Would sue the company
- C. Would go back if they would pay compensation for the period of not working
- D. Would ask compensation for the period I was without job



# SITUATION-8

You are a minority living in the country where official state religion is different from yours. According to your religious belief you should be covering your head and hair, while in the country of your residence law bans the wearing of conspicuous religious signs in public schools. You are going to be expelled from school because of breaking the Law.

**What would you do as a minority?**

- A. Would go to other/private school where maybe I can cover myself
- B. Apply to the respective bodies as the case of discrimination on religious grounds.
- C. Would call my fellow minorities to protest against the Law
- D. I would agree to stop covering myself to do not be expelled



# SITUATION-9

You are a university professors, also member of ethnic minority group who had been the target of various negative reactions following the publication of a report on minority and cultural rights prepared by a public body in which you hold positions of responsibility. There had been a violation of your right to respect for your private life.

Secondly, they breached your right to freedom of expression as criminal proceedings had been brought against you.

**What would you do as a minority?**

- A. Would skip working on the topics those can harm me and my privacy
- B. Would sue a court case against the government
- C. Would call all my colleagues and minority groups to protest and support me
- D. Would try to be less active since I will be pursued more



# SITUATION-10

Taking of the community property stands as a symbol of the systematic approach of the State in completely eliminating the minority from the country. The minority community of A purchased the large piece of historic property. A year later, the minority allowed the state Y to use the property as Orphanage for Boys, but still retained ownership. However, after some years, the Government of Y officially gave recognition to the Orphanage and listed the state of Y as the owner of the property. After some more years, the Orphanage vacated the premises for safety reasons after being ordered to do so by the authorities of Y. Recently, seeing that the Orphanage was “defunct,” the Government of Y took over the management of the property, and two years later annulled title of Community of A. Courts upheld the annulment of title so community cannot claim on any property.

## What would you do as a minority?

- A. Would write social media posts about the situation and suppression
- B. Would engage democratic institutions through various modes of participation
- C. Would call for the large protests aiming raise awareness of injustice happening
- D. Wouldn't act since I still live in this country



# SITUATION-11

Your minority community has a rich cultural heritage in the country of your citizenship. During some period of history in the country of your citizenship all religious monuments were functioning as storages for military equipment. After the dissolution of the regime all religious monuments were given back to state after which the state was responsible for returning cultural heritage and monuments to your minority group. Despite this obligation state announced that majority of cultural heritage and monuments are disputable and ownership should be clarified. It is already 30 years that buildings are standing abandoned and being damaged, majority of the heritage got destroyed.

**What would you do as a minority?**

- A.** Would make personal campaign on social media (Facebook post)
- B.** Would report to the office of ombudsman and respective bodies
- C.** Would organize worshipping ceremony to the temple of my community which is under dispute to show ownership
- D.** I will know deep inside that this is heritage of my community although its political decision on which I can't influence.



# SITUATION-12

You are representative of ethnic minority, there is a criminal case against you. According to the regulations state has obligation to provide you the interpreter during the court hearings and translate all the documents afterwards to your mother tongue and provide the printed version. Your knowledge of state language is not enough to understand all hearing process. Your court hearing is being postponed for 3 times already because of not having available interpreter and you are being kept in detention for longer period.

**What would you do as a minority?**

- A. Would ask to hold hearing with no interpreter
- B. Would ask my lawyer to report to specific institutions as a case breaching my rights and being detained more then was supposed to be detained
- C. Would hunger strike to make process faster and attract attention to make process faster and give solution
- D. Would wait for my time since most probably many other cases need to have interpreter.



# SITUATION-13

You are a minority student in primary school, the rest of the class are ethnic majority, during the class your teacher of civic education starts talking about the TV show during which they were accusing your ethnic group in “stealing” heritage of majority and presenting it as their own.

**What would you do as a minority?**

**A.** Would stay silent, since I don't want to have a bad relations with teacher

**B.** Would write complain letter on the name of principal that teaches touches unnecessary topics during the class

**C.** Would leave the class as a sign of protest and write complain letter

**D.** Wouldn't start arguing with teacher, although I know it is not professional behaviour

