

## Attachment: Case Studies: Is this direct or indirect?

Number of methodological Tool	EUPA_LO_102_M_001
Number of attachment	EUPA_LO_102_M_001_Att_1

### Case study 1:

A shop owner refuses to recruit qualified persons simply because they come from a particular racial or ethnic origin

### Case study 2:

an employer who states in a job advert that only young people have to apply even though the post in question could be practiced by an older person.

### Case study 3:

A translation company insists that all people applying for the post of translator are required to have a driving license because they might occasionally need to deliver hard copies to clients.

### Case study 4:

A department store forbids its employees to wear hats when serving customers.