

## **Resumé**

### **The conception of multiple discrimination in the legal regulation of the European Union**

To ensure the equality of individuals in society is one of the most marvelous human ideals. It is generally admitted that the same treatment of people with regard to the acceptance of diversity and between-group differences should be the cornerstone of any modern society. However, is it possible to achieve full equality in society? And what does equality truly mean? Treating everyone in the same way or taking into account the different starting points of individuals? Nowadays we become witnesses that the initial large openness to multiculturalism related to the continuing process of globalization is replaced by a more cautious approach to the different minority groups. As a result, certain groups are exposed to a greater risk of disadvantage mainly due to a combination of different socio-cultural, ethnic, economic and other factors.

The aim of my essay is to shed light on the question of equal treatment and non-discrimination law through the relatively new, but in Czech and Central European literature still rarely discussed concept of multiple discrimination. After highlighting the definition of discrimination, the various approaches to equality and other theoretical aspects of discrimination, I am also trying to consider multiple discrimination from a research perspective. It can be observed that the application of the concept of multiple discrimination, while being recognized in academic circles, still continues to be insufficient. A possible reason may be the lack of a harmonized definition of multiple discrimination and a need for an uniform interpretation of the concept.

Finally, it should be added that although the European union anti-discrimination legislation has developed in recent years dynamically and it has gone through deeper changes in a general sense, the way of full acceptance and application in relation to multiple discrimination remains still long ...

## **Kľúčové slová**

antidiskriminačné právo, rovnosť, viacnásobná diskriminácia, Európska únia

European union anti-discrimination legislation, equality, multiple discrimination