

## Abstract

In my work I focus on the problem of discrimination and its prohibition in the labour relations. It's necessary to work with this principle in a much more wide context than just as a principle in the above mentioned relations. The principle of discrimination and its prohibition is very close to another principle namely the principle of equal treatment. These two basic principles are premeated in the whole legal system and in many basic and important international documents, documents of European law and documents on constitutional level in many countries, including the Czech Republic. So, my work deals with these principles on different levels of law and other related matters.

The thesis is composed of an introduction, seven chapters, each of them dealing with legislation on a different level, other related subjects and conclusion. The work is arranged logically from defining basic terminology used in the thesis through the problems with discrimination and its prohibition in international law, law of the European Union and in the law of the Czech Republic. Then the discrimination and its prohibition in labour relations concerning some groups of staff and cases related to each individual group. Means of protection against discrimination and the institution of the Ombudsman and his help to the victims of discrimination are mentioned in the end of work. The last chapter is focused on legislation of sexual harassment in the United States of America and in the Czech Republic illustrated on court cases and subsequent comparison.