



2024-1-SE02-KA220-YOU-000250648

Greece

National Report

**Good practices on legal & policy
interventions regarding LGBTQIA+ inclusion**

December 2024

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1. Aim of the National Reports

The aim of national reports is to map -starting from desk research- existing good practices and positive legal and/or political interventions in partners' countries in regard to the support given to the LGBTQIA+ communities, with emphasis to young people and the compliance with the EU standards, in order to identify problematic areas.

Desk research has been conducted by each partner organization for mapping the current situation and existing good practices at local/regional/national level. In particular, partners identified the following common criteria for the identification of good practices:

- Identification of at least 10 good practices per country;
- Emphasis on the mental health of LGBTQIA+ young people and their experiences;
- Provision of a detailed description for each good practice, so as to inspire policy recommendations.

Partners analyzed the existing practices based on the following:

- Typology of practice (legal, policy, action plan, etc.);
- Level of the initiative (local, regional, national);
- Sector (education, work, etc.);
- Target group(s)/beneficiaries;
- Promoter(s);
- Responsible and contact person(s)/body.

2. Introduction to Greek Report

The present document concerns the Greek National Report for the *Proud Ambassadors* project (Ref. N.: 2024-1-SE02-KA220-YOU-000250648), developed by the partners from CUBE NGO, with the aim to collect a set of **10 good practices** at local, regional and national level, as per the Activity 2.1 of the Work Package 2.

The thematic scope of these good practices concerned the field of positive legal, political and/or other kind interventions towards the support of LGBTQIA+ communities in the partner countries. Focus was placed on the good practices that served the support of LGBTQIA+ youngsters and the positive potential impact to their mental well-being.

The Greek National Report lists 10 good practices, being mostly passed bills in Greek legal context. Based on the lack of specific interventions related to LGBTQIA+ youth and/or their mental wellbeing exclusively, the desk research targeted the general legal system of the country, which consequently serves the protection of LGBTQIA+ youngsters' rights, at least to some extent.

The research identified good practices, first of all, at national level, meaning being national laws, policies or strategies. Besides, the research also focused on identifying other kinds of positive interventions than laws, such as Civil Society Organizations (CSOs) that focus on providing targeted support to LGBTQIA+ people and youngsters. The extension of the research to include such organizations too corresponded with the overall purpose of the project to identify relevant stakeholders that usually play a critical role in shaping local, regional and national policies and strategies (e.g., the role of Thessaloniki Pride to the formation of the Greek Strategy for the Equality of LGBTIQ+ 2021).

Lastly, the research has placed the identified practices in chronological and thematic order: the thematic order concerns the precedence of the laws and policies before the CSOs, due to the focus placed in their identification. As for the chronological order, this concerns the laws/policies placement based on such order, with the aim to showcase the Greek legal progress throughout the years in the subject matter.

3. Good Practices in Greece

1. Law 3500/2006

Typology of practice:	<i>Policy/legal intervention</i>
Level of the initiative	<i>National</i>
Sector:	<i>Legal/social welfare, focusing on domestic violence prevention, victim support, legal protection</i>
Target group(s)/beneficiaries:	<i>Victims of domestic violence, regardless of gender and/or SOGIESC</i>
Promoter(s):	<i>Greek Parliament and Ministry of Justice</i>
Responsible and contact person/body:	Ministry of Justice Website: www.ministryofjustice.gr Tel.: (+30) 213 130 7300

Description of the good practice:

Law 3500/2006 establishes a legal framework for addressing domestic violence, providing specific protections for victims, including those from LGBTQ+ community. Specifically, law 3500/2006, enacted in October 2006, was a landmark legislation aimed at preventing and addressing domestic violence in Greece. The law was introduced in response to growing awareness of domestic violence as a critical social issue and the need for comprehensive legal protections for victims. Also, the law is aligned with Greece's obligations under international human rights conventions, including the Istanbul Convention, to protect all individuals from violence, regardless of gender or sexual orientation. Additionally, the law aims to address the urgent needs of victims of domestic violence, including access to protection orders, support services, and legal assistance. Accordingly, the law also protects, thematically, members of LGBTQ+, especially youngsters/minors that may be victims of domestic violence.

Therefore, law remains in effect, and ongoing efforts are made to improve its implementation and the provision of services to victims. Last but not least, the sustainability of the initiative relies on continuous government support, training programs, and collaboration with NGOs that specialize in domestic violence and LGBTQAI+ issues.

Aims:

- To provide legal protections for all victims of domestic violence, including LGBTQ+ individuals.
- To protect children/minors facing domestic violence.
- To enhance access to support services and legal remedies for victims of domestic violence.

Strengths:

- Comprehensive framework: Law 3500/2006 establishes a broad legal definition of domestic violence that includes physical, emotional, and psychological abuse, offering protection to diverse populations.
- Provisions regarding minors: It acknowledges and addresses violence both in reference to the relationship as well as minors in domestic environments.
- Integration with support services: The law promotes the development of support networks, including shelters and counselling services for all victims.

Barriers and challenges:

- Awareness and training gaps: Law enforcement and service providers may lack adequate training on such issues, affecting their ability to support victims effectively.
- Resource limitations: Insufficient funding and resources for shelters and support services may limit access for victims.
- Not recognizing specific challenges for LGBTQ+ victims: The law addresses domestic violence in its traditional notion based on heterosexual relationships, and doesn't directly refer to LGBTQ+ individuals; of course, the law protects them as well, but there is no recognition of their unique challenges.

Results:

- Increased visibility and reporting of domestic violence cases.
- Improved legal protections and access to support services for victims of domestic violence.

- Greater awareness within law enforcement and social services.

Resources:

- Funding: Government funding allocated for domestic violence prevention and support services, alongside potential EU grants for related initiatives.
- Staff: Trained social workers, legal professionals, and support staff specializing in domestic violence.
- External organizations: Collaboration with NGOs, which provide resources, advocacy, and direct support for victims.

Additional resources:

- Law 3500/2006
- Official Publication by the Government (Greek Government Gazette)

2. Law 3896/2010

Typology of practice:	<i>Policy/legal intervention</i>
Level of the initiative	<i>National</i>
Sector:	<i>Legal/social welfare, focusing on anti-discrimination measures, including in employment and occupation</i>
Target group(s)/beneficiaries:	<i>All, regardless of gender and SOGIESC</i>
Promoter(s):	<i>Greek Parliament and Ministry of Justice</i>
Responsible and contact person/body:	Ministry of Justice Website: www.ministryofjustice.gr Tel.: (+30) 213 130 7300

Description of the good practice:

The legal intervention concerns the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation - Harmonisation of legislation with Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 and other related provisions. Specifically, law 3896/2010 was enacted in 2010 to promote equality and combat discrimination in Greece, particularly focusing on equal treatment between men and women in employment and occupation. However, in addition to this provision, the law establishes equal treatment regardless of sexual orientation as well (see Article 2, par. 1). It aligns with the broader European Union framework on human rights and anti-discrimination, particularly Directive 2006/54/EC which establishes equal opportunities for men and women in employment and occupation. The law specifically addresses discrimination in employment and occupation, which are significant areas of concern for LGBTQ+ individuals facing systemic inequalities.

Aims:

- To promote equality and combat discrimination based on sexual orientation and gender identity.
- To enhance legal protections for LGBTQ+ individuals in employment and occupation.
- To foster a culture of acceptance and inclusivity within Greek society.

Strengths:

- Legal framework: Establishes a robust legal basis for addressing discrimination and protecting the rights of equality and equal treatment regardless of gender and sexual orientation.
- Alignment with EU standards: Strengthens Greece's compliance with EU anti-discrimination directives, improving its international standing on human rights issues.
- Awareness and training: Encourages training for employers and public service providers, enhancing understanding and compliance with anti-discrimination policies.

Barriers and challenges:

- Cultural resistance: There may be societal resistance to the recognition of LGBTQ+ rights, which can hinder the effective implementation of the law.
- Awareness gaps: Some individuals and organizations may lack awareness of the law and its implications, leading to continued discrimination.
- Enforcement issues: Ensuring consistent enforcement of anti-discrimination protections across all sectors can be challenging.

Results:

- Increased reporting and addressing of discrimination cases based on sexual orientation and gender identity.
- Greater visibility of gender and LGBTQ+ issues in public discourse, fostering a more inclusive environment.
- Legal precedents set for addressing discrimination, providing a framework for future cases.

Resources:

- Funding: Allocated through government budgets dedicated to human rights initiatives and legal reforms.
- Staff: Legal professionals, social workers, and human rights advocates involved in promoting and enforcing the law.

- External Organizations: Collaboration with NGOs, which provide support services and advocacy.

Additional resources:

- [Law 3896/2010](#)
- [Official Publication by the Government \(Greek Government Gazette\)](#)

3. Law 4356/2015

Typology of practice:	<i>Policy/legal intervention</i>
Level of the initiative	<i>National</i>
Sector:	<i>Family law, social services, human rights and legal protection</i>
Target group(s)/beneficiaries:	<i>Same-sex couples, LGBTQIA+ individuals</i>
Promoter(s):	<i>Greek Parliament and Ministry of Justice</i>
Responsible and contact person/body:	Ministry of Justice Website: www.ministryofjustice.gr Tel.: (+30) 213 130 7300

Description of the good practice:

Enacted in 2015, law 4356/2015 was a groundbreaking legislative reform in Greece, formally recognizing civil partnerships, including those of same-sex couples. This legislation marked a significant departure from previous Greek law, which did not recognize any formal legal unions for same-sex couples. Law 4356/2015 provides civil partners with many legal protections and rights equivalent to marriage in areas such as inheritance, property rights, and next-of-kin status, thereby promoting equality and supporting the well-being of LGBTQIA+ individuals.

The law aligns with the European Union's directives on anti-discrimination and equality for LGBTQ+ individuals, as well as with national human rights policies emphasizing the dignity and rights of all citizens. It was part of a broader shift in Greek policy toward supporting LGBTQ+ rights and addressing discrimination.

Aims:

- To provide legal recognition and protection to same-sex couples, enabling them to access rights and responsibilities comparable to those of married couples.
- To align Greek law with European human rights standards for LGBTQ+ rights and family law.
- To reduce discrimination against LGBTQ+ individuals by granting formal legal status to same-sex relationships.

Strengths:

- Equality and protection: Extends significant rights and protections to same-sex couples, such as inheritance and next-of-kin status.
- National impact: Applies uniformly across Greece, ensuring consistent rights and protections.
- Support for LGBTQ+ rights: Reflects Greece's commitment to improving LGBTQ+ rights and reducing discrimination.

Barriers and challenges:

- Public perception: Some segments of Greek society remain conservative, potentially influencing acceptance and implementation.
- Full marriage equality: The law stops short of full marriage rights, which remain unavailable to same-sex couples.
- Limited awareness: Continuous efforts are needed to ensure that both the public and civil registries understand the scope and rights provided by civil partnerships.

Results:

- Formal recognition: Thousands of same-sex couples have registered civil partnerships, gaining legal status and protection.
- Progressive image: The law has positively impacted Greece's reputation within the EU and internationally for advancing LGBTQ+ rights.
- Improved social inclusion: The law promotes inclusivity by recognizing and protecting diverse family structures.

Resources:

- Funding: Government funding to support the implementation of civil registry offices and to train staff.
- Staff and legal experts: Civil registry staff, lawyers, and human rights advocates help.

- Public awareness campaigns: Funded by the Ministry to promote understanding of civil partnerships and the rights they confer.

Additional resources:

- [Law 4356/2015](#)
- [Official Publication by the Greek Government \(Greek Government Gazette\)](#)

4. Law 4443/2016

Typology of practice:	<i>Policy/legal intervention</i>
Level of the initiative	<i>National</i>
Sector:	<i>Application of the principle of equal treatment</i>
Target group(s)/beneficiaries:	<i>LGBTQIA+ individuals, people with disabilities, ethnic minorities, religious minorities, young people, employees and employers, service providers, and the general public</i>
Promoter(s):	<i>Greek Parliament and Ministry of Justice</i>
Responsible and contact person/body:	Ministry of Justice Website: www.ministryofjustice.gr Tel.: (+30) 213 130 7300

Description of the good practice:

Law 4443/2016 was enacted in Greece to protect individuals from discrimination and prejudice based on several factors, such as racial or ethnic origin, religious or other beliefs, disability or chronic illness, age, marital or social status, sexual orientation, identity, gender identity, characteristics or expression, especially in employment and occupation. The law introduced a framework aligned with European Union standards, specifically focusing on gender, sexual orientation, gender identity, disability, religion, and ethnicity, thereby expanding existing anti-discrimination protections, as per Directive 2000/43/EC and Directive 2000/78/EC. It brought Greek legislation in line with the EU's anti-discrimination directives, which aim to create an inclusive society by addressing and reducing inequalities across multiple sectors and implementing the principle of equal treatment.

Aims:

- To create a non-discriminatory, inclusive work and service environment for all Greek citizens, particularly marginalized groups.
- To align Greek legislation with EU standards on anti-discrimination.
- To empower individuals to report discriminatory acts and seek recourse through legal channels.

Strengths:

- Comprehensive anti-discrimination coverage: Law 4443/2016 covers a wide range of discrimination bases, including sexual orientation and gender identity.
- Alignment with EU standards: Strengthens Greece's commitment to European anti-discrimination mandates.
- Effective complaint mechanism: The Greek Ombudsman provides oversight and manages reports, ensuring accountability.

Barriers and challenges:

- Social resistance: Public acceptance of LGBTQ+ rights is still developing in some regions, impacting enforcement.
- Resource limitations: Awareness campaigns and public education are limited by funding and resources, particularly in rural areas.
- Enforcement: Ensuring that employers and service providers comply fully with the law remains challenging.

Results:

- Increased awareness and protection: This law has raised awareness of anti-discrimination rights in Greece.
- Support mechanism: The Ombudsman provides a structured path for individuals facing discrimination to report incidents.
- Enhanced legal framework: The law's framework serves as a foundation for future human rights protections.

Resources:

- Funding: Primarily from government budgets and EU structural funds supporting alignment with EU human rights standards.
- Staff and oversight bodies: Legal experts, Ministry of Justice personnel, and Ombudsman staff.
- Partnerships: Collaborations with human rights NGOs, legal organizations, and international bodies like the EU.

Additional resources:

- [Law 4443/2016](#)
- [Official Publication by the Greek Government \(Greek Government Gazette\)](#)

5. Law 4491/2017

Typology of practice:	<i>Policy/legal intervention</i>
Level of the initiative	<i>National</i>
Sector:	<i>Human rights law, legal identity and documentation, social services, health and well-being</i>
Target group(s)/beneficiaries:	<i>Transgender individuals, LGBTQ+ youth, legal professionals, social service providers, health professionals, and civil registry personnel</i>
Promoter(s):	<i>Greek Parliament and Ministry of Justice</i>
Responsible and contact person/body:	Ministry of Justice Website: www.ministryofjustice.gr Tel.: (+30) 213 130 7300

Description of the good practice:

Law 4491/2017 was enacted to recognize the right to gender self-determination, allowing Greek citizens to change their legal gender based solely on personal choice, without requiring medical interventions or a psychiatric diagnosis. This landmark law represents a major shift in Greece's approach to transgender rights, aligning it with international standards, especially in the EU, on the right to personal identity and self-determination.

The law specifically enables individuals to:

- Change legal gender: Apply to a court to change gender markers on official documents.
- Age consideration: Minors aged 15 can change their gender marker with parental consent, if there is also a positive opinion of a multidisciplinary committee established by a joint decision of the Ministers of Justice, Transparency and Human Rights and Health for two (2) years, which includes: a) a child psychiatrist, b) a psychiatrist, c) an endocrinologist, d)

a child surgeon, e) a psychologist, f) a social worker and g) a paediatrician, as chairman, all with expertise in the specific issue, while for minors aged 17 with parental consent.

- Privacy and dignity: The process is protected by privacy clauses, ensuring confidentiality and respect for the individual's dignity.

Aims:

- To grant individuals the legal right to define their gender identity without medical or psychiatric prerequisites.
- To align Greece's legal framework with EU and international human rights standards concerning gender identity and self-determination.
- To reduce discrimination and promote the social inclusion of transgender individuals.

Strengths:

- Human rights advancement: Recognizes and protects the autonomy of individuals regarding their gender identity.
- Privacy protection: Includes privacy measures that protect individuals' dignity during the gender change process.
- Alignment with EU standards: Ensures Greece's compliance with EU policies on gender identity and anti-discrimination.

Barriers and challenges:

- Social stigma: Cultural and social barriers remain in certain areas, impacting public acceptance and the full realization of transgender rights.
- Administrative process: The legal process involves court applications, which can be lengthy and require legal support, making access challenging for some individuals.
- Awareness and education: Ongoing need for public and institutional awareness, especially among civil registry and public service staff, to ensure respectful treatment and smooth implementation.

Results:

- Legal recognition of gender identity: Thousands of individuals have benefited from the law, gaining documentation that reflects their gender identity.
- Social inclusion: The law is a step towards reducing marginalization and discrimination of transgender individuals in Greece.
- Improved international standing: The law has improved Greece's reputation regarding LGBTQ+ rights in the European context.

Resources:

- Funding: Government funds for public awareness, training of public service and legal professionals, and procedural support.
- Staff and legal experts: Legal advisors, court officials, and civil registry staff facilitate the change process.
- Collaboration with NGOs: Partnerships with LGBTQ+ organizations to provide support, legal guidance, and awareness-raising.

Additional resources:

- [Law 4491/2017](#)
- [Official Publication by the Greek Government \(Greek Government Gazette\)](#)

6. National Strategy for the Equality of LGBTQI+ People (2021)

Typology of practice:	<i>Policy and legal interventions: Focused on reforming laws and creating new policies to ensure the equality and protection of LGBTQI+ individuals.</i> <i>Action Plan and awareness-raising activity: Structured as a national action plan, this strategy includes public awareness campaigns to promote understanding and acceptance of LGBTQI+ rights.</i>
Level of the initiative	National
Sector:	<i>Legal, education, and social services and specifically encompasses policy reform, educational outreach, and social support services for LGBTQI+ individuals</i>
Target group(s)/beneficiaries:	LGBTQIA+ individuals, general public, public/private sectors
Promoter(s):	• <u>Greek Government</u> (General Secretariat for Equality and Human Rights) • <u>Greek Ministry of Justice</u> • <u>LGBTQ+ Organizations and Activist</u> (e.g., Thessaloniki Pride)
Responsible and contact person/body:	General Secretariat for Equality and Human Rights Website: https://minscfa.gov.gr/en/ministry/general-special-secretariats/general-secretariat-for-equality-and-human-rights/ E-mail: gramggiad@minscfa.gov.gr

Description of the good practice:

The National Strategy for the Equality of LGBTQI+ People was introduced in 2021 as part of Greece's commitment to aligning with European Union standards on human rights and anti-discrimination. The strategy was established to address the pressing needs of the LGBTQI+ community, particularly in terms of legal recognition, social acceptance, and equal access to services.

The strategy includes a multi-phase implementation plan aimed at improving anti-discrimination protections in the workplace, education, healthcare, and family rights. It works in collaboration with local LGBTQI+ organizations to identify and address significant issues facing the community.

The initiative is ongoing, with a review and feedback process that allows for adaptability and longevity. Sustainability is built into the strategy through partnerships with civil society, NGOs, and educational institutions.

Aims:

- To eliminate discrimination and ensure equal rights for LGBTQI+ individuals in all areas of life.
- To promote social inclusion and acceptance of LGBTQI+ individuals across Greek society.
- To align Greece's legal and social policies with international human rights standards.

Strengths:

- Comprehensive scope: Addresses issues in all aspects of livelihood, making it a well-rounded approach.
- Legal reforms: Emphasizes legal protection for LGBTQI+ individuals, strengthening existing laws and introducing new protections.
- Public awareness: Includes awareness campaigns to foster a more inclusive and accepting society.

Barriers and challenges:

- Social resistance: There remains some societal resistance to LGBTQI+ acceptance in parts of Greece, which may affect implementation.
- Resource allocation: Ensuring sufficient funding and resources to carry out all phases of the strategy remains a potential challenge.
- Coordination with local bodies: Implementation requires cooperation with regional and local organizations, which may vary in capacity and willingness.

Results:

- Increased visibility and inclusion: The strategy has brought LGBTQI+ issues to the forefront of Greek policy discussions.
- Legal advancements: New protections and amendments to laws are underway, including protections against discrimination and support for transgender rights.

- Enhanced public awareness: Awareness campaigns have begun to shift public perception and increase understanding of LGBTQI+ rights.

Resources:

- Funding: Primarily from the national government, with possible assistance from the European Union for specific projects.
- Staff and partners: Government employees from relevant ministries, LGBTQI+ advocacy organizations, and educational partners.
- External experts: Human rights experts, legal advisors, and educational consultants contribute to different aspects of the strategy.

Additional resources:

- [National Strategy for the Equality of LGBTQI+ 2021](#)
- [Article about two years since the establishment of the strategy](#)

7. Law 5089/2024

Typology of practice:	<i>Policy/legal intervention</i>
Level of the initiative	<i>National</i>
Sector:	<i>Legal and social welfare, same-sex civil marriage and family rights</i>
Target group(s)/beneficiaries:	<i>LGBTQ+ individuals, particularly those seeking legal same-sex civil marriage</i>
Promoter(s):	<i>The Greek Parliament and the Ministry of Justice, as well as relevant ministries and secretariats, such as the Ministry of Social Cohesion and the General Secretariat for Equality and Human Rights</i>
Responsible and contact person/body:	Ministry of Justice Website: www.ministryofjustice.gr Tel.: (+30) 213 130 7300 General Secretariat for Equality and Human Rights Website: https://minscfa.gov.gr/en/ministry/general-special-secretariats/general-secretariat-for-equality-and-human-rights/ E-mail: gramggiad@minscfa.gov.gr

Description of the good practice:

Law 5089/2024, enacted in Greece in February 2024, is a landmark legislation aimed at further advancing the rights of LGBTQ+ individuals in several areas. The law was proposed following years of advocacy from LGBTQ+ organizations and human rights activists, highlighting the need for comprehensive legal protections against discrimination and the enhancement of family rights. Also, this law aligns with Greece's commitment to the European Union's directives on anti-discrimination and equality policies, reinforcing existing legislation such as law 4356/2015, which legalized same-sex civil partnerships.

The law addresses critical needs for legal recognition and protections for LGBTQAI+ families, including those formed through marriage, civil partnerships, and adoption. The law concerns the recognition of same-sex civil marriage, as well as rights of adoption to same-sex couples and parental rights for same-sex parents, by amending several critical articles of the Greek Civil Code.

Additionally, the law is currently in effect, with ongoing monitoring and evaluation to ensure compliance and effectiveness. As well, the initiative is sustainable as it builds on existing frameworks and support systems, with continued engagement from civil society organizations.

Aims:

- To ensure full legal recognition and protection of LGBTQ+ individuals and families.
- To promote equality and eliminate discrimination based on sexual orientation and gender identity.
- To enhance support services for LGBTQ+ persons, facilitating access to rights and protections for same-sex marriage and parenthood.

Strengths:

- Comprehensive Protections: Provides broad protection against discrimination in various sectors, including marriage and parental rights.
- Legal Clarity: Establishes clear legal frameworks for family rights, including adoption and inheritance, enhancing stability for LGBTQ+ families.
- Alignment with EU Standards: Positions Greece as a progressive nation in line with EU human rights standards, fostering a more inclusive society, specifically marking it as the first Christian-Orthodox country that legalizes same-sex marriage.

Barriers and challenges:

- Cultural resistance: Potential resistance from conservative groups within society who may oppose the recognition of LGBTQ+ rights.
- Implementation gaps: Ensuring that local authorities fully understand and implement the law can be challenging, particularly in more rural areas.
- Need for awareness: Continued efforts are needed to raise awareness about the law among the LGBTQ+ community and service providers to ensure its benefits are realized.

Results:

- Increased legal protection for LGBTQ+ individuals and families.

- Enhanced public discourse on LGBTQ+ rights and acceptance within society.
- Improved access to legal recourse for discrimination cases.

Resources:

- Funding: Allocated through government budgets specifically for human rights initiatives and legal reforms.
- Staff: Human rights lawyers, social workers, and volunteers from LGBTQ+ organizations.
- External organizations: Collaboration with NGOs and other civil society groups.

Additional resources:

- [Law 5089/2024](#)
- [Official Publication by the Greek Government \(Greek Government Gazette\)](#)

8. Thessaloniki Pride

Typology of practice:	<i>Civil Society Organization (CSO)</i>
Level of the initiative	<i>Local, Regional and National, primarily local in Thessaloniki but with initiatives that influence national policy discussions on LGBTQ+ rights</i>
Sector:	<i>Awareness-raising activities, networking, policy advocacy, anti-discrimination campaigns, educational workshops, and legal support</i>
Target group(s)/beneficiaries:	<i>LGBTQ+ individuals, Young LGBTQ+ individuals, students, teachers, youth workers, and LGBTQ+ allies</i>
Promoter(s):	<i>Thessaloniki Pride</i>
Responsible and contact person/body:	Phone Number: +30 231 1 289320 Email: contact@thessalonikipride.com Website: https://thessalonikipride.com/en/



Source: Thessaloniki Pride (n.d.). Accessed on 11/11/2024 from:
<https://thessalonikipride.com/en/about-pride/>

Description of the good practice:

Thessaloniki Pride is a civil society organisation with the goal of promoting the visibility of sexual orientation minorities (gay, lesbian and bi people) and gender minorities (trans persons), as well as supporting equality and human rights in the greater area of Thessaloniki. For this purpose, Thessaloniki Pride organizes the festival that holds the organization's name every June, an event which stands as the realisation of the right of gay, lesbian, bi and trans people to be present in the public sphere and contribute to public speech as such. This yearly festival, reaches out to the whole city as an occasion to celebrate diversity and fight stigmatization. This event, which started dynamically in 2012, has grown to become the most attended human rights-related event of Thessaloniki. Apart from the yearly festival, Thessaloniki Pride also organizes educational as well as interventional events throughout the year. The organisation also works towards setting up a Southeastern Europe network of similar civil society organisations. Lastly, Thessaloniki Pride was among the group of experts for the development of the National Strategy for Equality of LGBTQ+ 2021, and was the host organization for EuroPride 2024, hosting more than 40.000 people across Europe from 21 to 29 of June 2024 to celebrate LGBTQ+ equality.

Aims:

- To promote a safe, inclusive environment for LGBTQ+ youth in Thessaloniki and across northern Greece, and across the country generally.
- To raise awareness about LGBTQ+ issues and combat discrimination.
- To provide access to legal and psychological support for young LGBTQ+ individuals.
- To advocate for policies that protect and support LGBTQ+ rights nationally.

Strengths:

- Youth-driven approach that directly addresses the needs of young LGBTQIA+ individuals.
- Strong advocacy and awareness programs that have influenced local and national attitudes and policy discussions.
- Partnerships with schools and other organizations for educational outreach.

Barriers and challenges:

- Societal stigma and limited acceptance of LGBTQ+ rights in certain areas, especially at local level.
- Dependence on external funding and resources, which can limit the scope of initiatives.

- Legal and bureaucratic challenges in implementing broader LGBTQ+ protections in Greece.

Results:

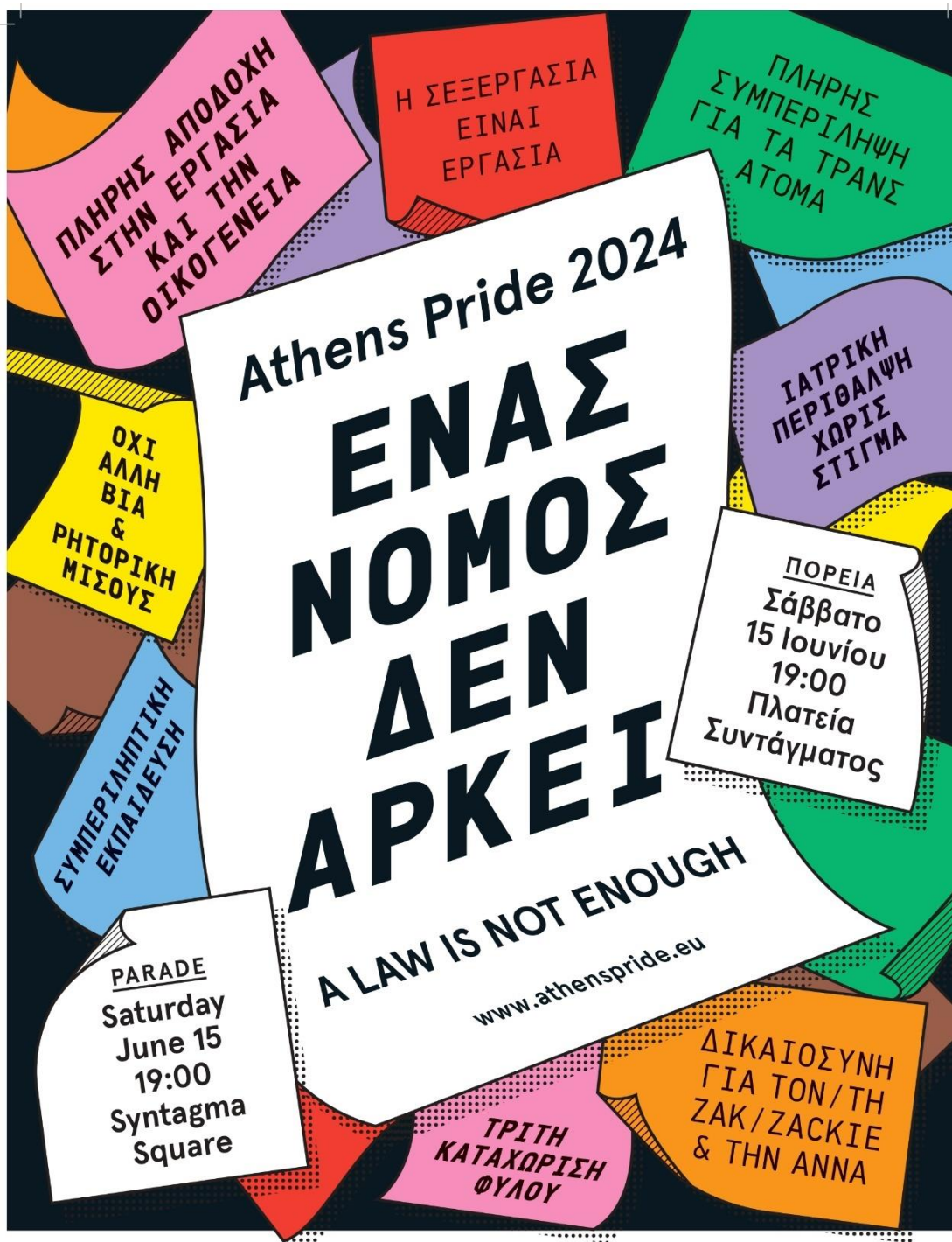
- Increased visibility and support for LGBTQ+ issues in Thessaloniki.
- Positive policy discussions and collaboration with stakeholders to promote LGBTQ+ at national level.
- Expanded access to legal and psychological resources for LGBTQ+ youth.
- Strengthened community support network for LGBTQ+ people.

Resources:

- Funding: Donations, grants from human rights organizations, and project-based funding.
- Staff and Volunteers: Small team of staff and many volunteers from the LGBTQ+ community.
- In-kind Support: Partnerships with legal experts, psychologists, and educational professionals.
- External Partners: Collaborations with other NGOs and educational institutions.

9. Athens Pride

Typology of practice:	<i>Civil Society Organization (CSO)</i>
Level of the initiative	<i>Local, Regional, National, International; primarily local in Athens but with initiatives that influence national policy discussions on LGBTQI+ rights, and international with support towards LGBTQI+ communities at pan-European and global level</i>
Sector:	<i>Education and Training, Human Rights Advocacy, Community Building, Volunteering, Awareness Raising</i>
Target group(s)/beneficiaries:	<i>LGBTQI+ individuals and communities, volunteers, activists, LGBTQI+ allies, policymakers</i>
Promoter(s):	<i>Athens Pride</i>
Responsible and contact person/body:	<u>Contact page:</u> https://athenspride.eu/en/contact-page/ <u>Website:</u> https://athenspride.eu/



Description of the good practice:

Athens Pride is a fully voluntary organization, relying entirely on the dedication of its volunteers to bring the festival to life. In recent years, Athens Pride's volunteer program has become an activist and dynamic part of the LGBTQI+ community,

with a presence in society throughout the year, beyond the main day of the Athens Pride Festival. The first Athens Pride took place in June 2005 at Klathmonos Square. Various pride events had been held in the city since the mid-1980s, but Athens Pride 2005 marked the first Pride Parade through the city centre, which passed outside the Greek Parliament in broad daylight. An estimated 500 people participated in that event.

Since 2005, the Athens Pride Festival has been growing and developing, both in terms of participation and in terms of recognition and respect by Greek society, becoming an integral institution of the city and its people. Until 2016, Athens Pride took place in Klafthmonos Square. In 2017 the Festival moved to Syntagma Square, in front of the Hellenic Parliament, a long-held dream of the community. The transfer of the event to the country's most symbolic, central square reflected both its increased participation. An estimated 150,000 persons of all ages participated in the 19th Athens Pride, on June 15, 2024.

Aims:

- To promote a safe, inclusive environment for LGBTQIA+ youth in Athens and across Greece.
- To raise awareness about LGBTQIA+ issues and combat discrimination.
- To advocate for policies that protect and support LGBTQIA+ rights nationally.

Strengths:

- Civil society approach that directly addresses the needs of young LGBTQIA+ individuals.
- Strong advocacy and awareness programs that have influenced local attitudes and policy discussions.
- Partnerships for educational and communication outreach.
- Reliability on the voluntary approach.

Barriers and challenges:

- Societal stigma and limited acceptance of LGBTQIA+ rights in certain areas.
- Dependence on external funding and resources, which can limit the scope of initiatives.
- Legal and bureaucratic challenges in implementing broader LGBTQIA+ protections in Greece.

Results:

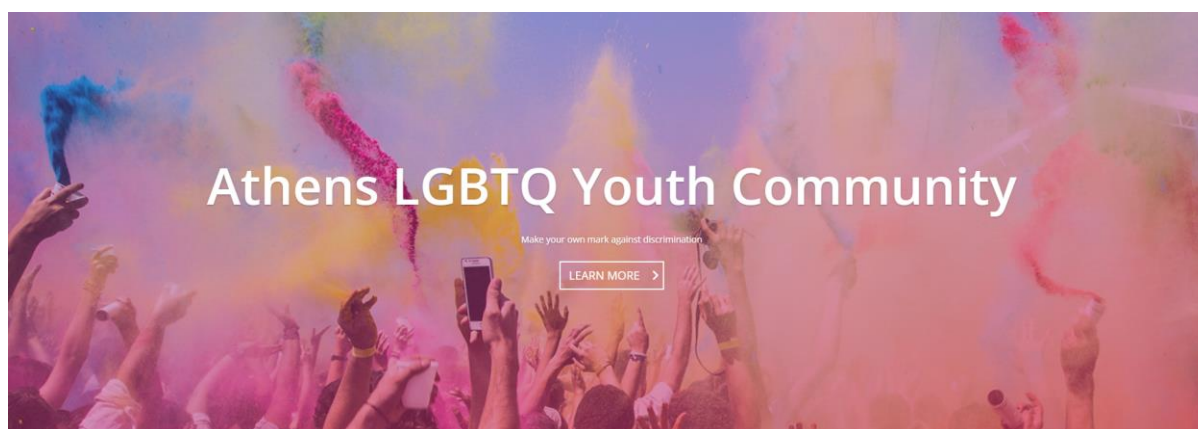
- Increased visibility and support for LGBTQIA+ issues in Athens and Greece generally.
- Positive policy discussions.
- Expanded access to legal and psychological resources for LGBTQIA+ communities.
- Strengthened community support network for LGBTQIA+ young people.

Resources:

- Sponsorships
- Donations
- Staff and Volunteers: Athens Pride relies solely on volunteer work.

10. Colour Youth – Athens LGBTQ Youth Community

Typology of practice:	<i>Civil Society Organization (CSO)</i>
Level of the initiative	<i>Local, Regional and National, primarily local in Athens but with initiatives that influence national policy discussions on LGBTQIA+ rights</i>
Sector:	<i>Education and Training, Human Rights Advocacy, Legal Support, Community Building</i>
Target group(s)/beneficiaries:	<i>Young LGBTQIA+ individuals, students, teachers, youth workers, and LGBTQIA+ allies</i>
Promoter(s):	<i>Colour Youth</i>
Responsible and contact person/body:	Phone Number: +30 6945583395 Email: info@colouryouth.gr Website: https://www.colouryouth.gr/



Source: Colour Youth (n.d.). Accessed on 11/11/2024 from:
<https://www.colouryouth.gr/en/>

Description of the good practice:

Colour Youth was established in 2011 by a group of young LGBTQIA+ individuals in Athens, in Greece, aiming to support LGBTQIA+ youth facing social stigma, discrimination, and marginalization. This initiative grew from the need to address

the high levels of bullying and discrimination faced by LGBTQIA+ individuals in educational institutions, workplaces, and public spaces. The organization has since expanded its scope to include advocacy efforts aimed at promoting LGBTQIA+ rights on a national level.

Aims:

- To promote a safe, inclusive environment for LGBTQIA+ youth in Athens and across Greece.
- To raise awareness about LGBTQIA+ issues and combat discrimination.
- To provide access to legal and psychological support for young LGBTQIA+ individuals.
- To advocate for policies that protect and support LGBTQIA+ rights nationally.

Strengths:

- Youth-driven approach that directly addresses the needs of young LGBTQIA+ individuals.
- Strong advocacy and awareness programs that have influenced local attitudes and policy discussions.
- Partnerships with schools and other organizations for educational outreach.

Barriers and challenges:

- Societal stigma and limited acceptance of LGBTQIA+ rights in certain areas.
- Dependence on external funding and resources, which can limit the scope of initiatives.
- Legal and bureaucratic challenges in implementing broader LGBTQIA+ protections in Greece.

Results:

- Increased visibility and support for LGBTQIA+ issues in Athens.
- Positive policy discussions and collaboration with schools to address bullying.
- Expanded access to legal and psychological resources for LGBTQIA+ youth.
- Strengthened community support network for LGBTQIA+ young people.

Resources:

- Funding: Donations

- Membership and Volunteers: Small team of staff and many volunteers from the LGBTQIA+ community

Additional resources:

- Colour Youth Statute
- Colour Youth Strategic Plan 2020-2021



Creating Space for LGBTQIA+ Youth to Thrive