

## *In respect of rights*

### From the Anti-Discrimination Commissioner



Welcome to our new look, name and website.

The changes were officially launched by Tasmania's Attorney-General, The Honorable Dr Vanessa Goodwin on Tuesday 20 November.

These changes are an important step in the progress we are making to create much greater awareness of discrimination law and its role in supporting and fulfilling the promise of equal opportunity for all.

They reflect the positive impact of the 2014 amendments to the *Anti-Discrimination Act 1998*. Those changes were aimed at promoting increased understanding of the positive purpose of discrimination law, simplifying the processes to assist in resolving discrimination complaints and improving compliance with the law.

The changes to our name and logo are also intended to enhance the way we work with the Tasmanian community so more people understand the positive benefits of ensuring equal opportunity for all, understand the obligations we all have, and have the knowledge and skills to take action to prevent discrimination and promote **equal opportunity**. Equal opportunity is a cornerstone of the work we do. It underpins our efforts to foster a society that is free of discrimination, prejudice, bias and harassment.

What we want to see is every Tasmanian and every Tasmanian organisation examining their behaviour, their practices and their procedures to make sure they promote **equal opportunity** for

promote equal opportunity for everyone regardless of individual differences.

Whether it is intervening when we encounter abuse or harassment on the street, or reviewing employment, service delivery or communication practices, there are many ways in which we can all make a difference to **equal opportunity** being achieved for all.

While one aspect of my office's work is to deal with a significant number of complaints made under the *Anti-Discrimination Act*, our focus has always been on supporting and encouraging practices that achieve *equal opportunity* and preventing discrimination before it occurs.

Our new name, **Equal Opportunity Tasmania**, will play an important role in getting this message across.

With the change of name and logo, the Attorney also launched a suite of new publications that provide clear and accurate information about rights and obligations under discrimination law (see below for more information).

**Robin Banks**  
**Anti-Discrimination Commissioner**

#### From the office



**Equal Opportunity  
Tasmania**

## Equal Opportunity Tasmania releases its new information material

Our new posters, postcards and brochures are now available free by ordering through our office or by downloading from our website.

To view the new posters, postcards and brochures go to the [resources page of the Equal Opportunity Tasmania website](http://equalopportunity.tas.gov.au/resources), at <http://equalopportunity.tas.gov.au/resources>.

To order supplies of the new posters,

postcards or brochures please [e-mail](mailto:office@equalopportunity.tas.gov.au)  
your order to  
[office@equalopportunity.tas.gov.au](mailto:office@equalopportunity.tas.gov.au).  
An order form is available on our  
[website](#)..



## Recently granted exemptions

Under the *Anti-Discrimination Act 1998* (Tas), the Commissioner is empowered to grant exemptions that permit a person or organisation to engage in an action or activity that would otherwise be unlawful under the Act. Such exemptions can be granted for up to three (3) years.

Whenever the Commissioner grants an exemption, a notice of this must be published in the Tasmanian *Government Gazette*:  
<http://www.gazette.tas.gov.au/>.

Any person may apply to the Anti-Discrimination Tribunal for a review of the Commissioner's decision within 28 days from the date the notice is published in the *Gazette*.

**Exemption granted on 17  
November 2015 and gazetted on  
25 November 2015**

**Tasmanian Centre for Global  
Learning Inc** auspicing **Students  
Against Racism – 15/11/005 –**  
Application for an exemption granted  
under section 57 of the Act for a  
**period of one week** from the date  
granted (inclusive of 21 and 22  
November 2015).

This exemption has been granted to  
permit Students Against Racism to  
advertise and host a women-only 2  
day event called *Women's Business*  
for the purposes of:

a) encouraging and supporting women of migrant, refugee and/or asylum seeker backgrounds to participate and celebrate their cultural differences through fashion and performances without fear of disrespecting their culture; and

b) respecting the participating women's cultures by excluding men from attending the *Women's Business* event.

For more information on exemptions go to;  
<http://equalopportunity.tas.gov.au/exemptions>.

## December and 2016 Training Calendar

Lunchbox learning  
**Anti-Discrimination policies**

**Burnie**

Tuesday 1 December  
12.30-1.30 pm

**Hobart**

Monday 7 December  
12.30-1.30 pm

\$55.00 per person

For more detailed course information, price, registration forms or contact details, follow this link

<http://equalopportunity.tas.gov.au/training>

## Training News

Our name has changed but not our training quality, courses or content. We have 22 template courses available to be adapted and tailored to your organisational requirements. We can deliver any of these courses in-house, to see an overview of our content or view and register for any of our 2016 calendar courses go to <http://equalopportunity.tas.gov.au/training>, follow the link to **training resources**.

**To talk to us about coming to your workplace, community, school or organisation,**  
**phone 6165 7515 or e-mail**  
[training@equalopportunity.tas.gov.au](mailto:training@equalopportunity.tas.gov.au).

The Office of the Anti-Discrimination Commissioner website address and e-mails will only continue to work for a period of time. Remember to update any references to our office to **Equal Opportunity Tasmania** in your organisational policies and reference materials.

*\*see contact us below*

## Human Rights Week



Tasmanian Human Rights Awards are to recognise Tasmanians who have demonstrated excellence in the promotion and protection of human rights.

More than 30 individuals and organisations were nominated for awards this year. Award winners were announced at the Award ceremony at Parliament House yesterday (3 December).

This year's guest speaker was Mr

Rodney Croome AM.

The Award ceremony marked the launch of **Human Rights Week** which culminates in **Human Rights Day celebrated globally on 10 December** every year to mark the date the United Nations adopted the Universal Declaration of Human Rights.

### **2015 Tasmanian Human Rights Award Winners**

Awards were presented across nine categories for outstanding contributions by Tasmanians including School, Print Journalism, Individual, Youth, Organisation, Multicultural, Sport, Mental Health and Lesbian, Gay, Bisexual, Transgender and Intersex cultural awareness.

#### **A Fairer World School Award**

Sponsored by Anne and Tony Peacock

#### **Winner – Rose Bay High School**

For incorporating human rights education into the school curriculum through a long-term commitment to implementing the *Let's Get Together Diversity Education Program*, the stand taken against racism and homophobia and the positive impact this is having on the school and wider community.

#### **Human Rights Individual Award**

Sponsored by Prisoner Legal Service

#### **Winner - Linley Grant**

For her lifetime commitment to advocating for human rights, peace and equality at a local, national and international level and in particular her passionate support for gender equality, health care for the young and ageing, peaceful resolution of conflicts, Aboriginal and Torres Strait Islander rights and human rights education.

#### **Human Rights Organisation Award**

Sponsored by City of Hobart

#### **Winner – Breaking the Silence**

For their work promoting awareness of family violence within the community, their support for people seeking help and in particular their creative use of writing and art to give a voice to people who have experienced violence and its impact

experienced violence and its impact on their families.

**Human Rights Youth Award**

Sponsored by Newport and Wildman Associates

**Winner – Dakoda Leary**

For his work with a variety of organisations at a local and state level raising awareness about the human rights and access to services that affect young people and in particular his media and education work in the areas of homelessness, drug and alcohol abuse and mental health.

**Human Rights Lesbian, Gay, Bi-Sexual, Transgender and Intersex (LGBTI) Cultural Awareness Award**

Sponsored by Rainbow Communities Tasmania Inc

**Winner – Under One Rainbow**

For their contribution to supporting the LGBTI community by promoting diversity and inclusion and in particular their work with children through their 'We're all different and that's OK' program in schools and at community events.

**Angus Downie Print Journalism Award**

Sponsored by Robin Banks and Michael Small

**Winner - *The Mercury* and *Sunday Tasmanian* 'Man-up' Campaign**

For the campaign against domestic and family violence and the leadership shown in raising community awareness, giving a voice to victims and survivors of domestic violence, encouraging informed community debate around its underlying causes and highlighting the need for stronger responses from everyone in the Tasmanian community.

**Multicultural Award**

Sponsored by the Migrant Resource Centre (South)

**Winner - Waqas Durrani**

For his contribution to the community through promoting multiculturalism, raising human rights issues and providing practical support to people from culturally and linguistically diverse backgrounds and in particular for his collaborative work to promote inclusive communities.

**Robin Hood AM Sport Award**

Sponsored by Communities, Sport and Recreation

**Winner - Southern Tasmania**

**Softball Association**

For its support for the participation of the Hobart Special Olympics Bears team in the regular summer roster conducted by the Association and its ongoing commitment to providing opportunities for members with disability to participate in, and contribute to, all the Association's activities.

**Lucy Henry Human Rights Award for Mental Health focussed activity**

Sponsored by the Mental Health Council of Tasmania **Winner -**

**Darren Jiggins**

For his work at a local, state and national level to foster greater understanding of the issues faced by people living with mental illness, promoting human rights and in particular his commitment to ensuring consumer participation in policy development, service delivery and decision making.

**A special 'one-off' Commendation Award**

The special commendation goes to – **Police Commissioner Darren Hine and Tasmania Police.**

In recognition of the leadership and commitment shown by Commissioner Hine and members of Tasmania Police in promoting human rights and the work being undertaken to engage respectfully and equitably with the whole community. In particular the Committee recognises the commitment shown to the White Ribbon program to eliminate violence against women and children, the *Racism It Stops With Me* campaign, the establishment of the *Tasmania Police Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Strategic Workgroup* and the *Multicultural issues in Emergency Services Strategic Working Group*.

**Human Rights Week Events**

**Women's International League for Peace and Freedom Human Rights Week Event with guest speakers**

Friday 4 December  
1.30 pm to 3.30 pm  
Criterion House, Hobart.

**Human Rights Week Group  
Launceston  
Reception to celebrate  
Northern and North-Western  
winners of Tasmanian Human  
Rights awards**

Wednesday 9 December  
3.00 pm  
Launceston Town Hall  
Award winners will speak about their  
work  
Local academic Tom Dunning will  
share reflections on the history of  
human rights.  
RSVP by 4 December to mobile: 0407  
340 179

For further information on Human  
Rights Week, awards, history and the  
committee go to:  
[http://www.afairerworld.org/\\_HRWeek/index.html](http://www.afairerworld.org/_HRWeek/index.html)

**Play by the Rules**



Play by the Rules has an online  
interactive bi-monthly magazine. To  
catch up with the latest news and  
subscribe, [visit the Play by the Rules  
website \(http://pbtr.com.au\)](http://pbtr.com.au).





## Awareness days in December

1 December

World AIDS Day

<http://www.tascahrd.org.au/#!>

<https://www.facebook.com/AIDS-Awareness-Week-2015-Tasmania-214616668600275/timeline/>

2 December

International Day for the Abolition of Slavery

<http://www.timeanddate.com/holidays/un/international-day-abolish-slavery>

3 December

International Day of People with Disability

<http://www.idpwd.com.au/3-december/calendar/>

5 December

International Volunteer Day

<http://www.volunteeringaustralia.org/2013/09/international-volunteer-day/>  
<http://www.volunteeringtas.org.au/>

10 December

Human Rights Day

<http://www.un.org/en/events/humanrightsday/>

10 -17 December

Human Rights Week Tasmania

<https://www.facebook.com/HumanRightsWeekTasmania>

18 December

International Migrants Day

<http://www.timeanddate.com/holidays/un/international-migrants-day>

20 December

International Human Solidarity Day

<http://www.timeanddate.com/holidays/un/international-human-solidarity-day>

## Contact us

To make a complaint or get information, contact the office or visit

the website. Please note, the office cannot give legal advice.

Equal Opportunity Tasmania  
Level 1, 54 Victoria Street, Hobart,  
Tasmania 7000  
GPO Box 197, Hobart, Tasmania  
7001.

#### Website

[www.equalopportunity.tas.gov.au](http://www.equalopportunity.tas.gov.au)

#### E-mail

[office@equalopportunity.tas.gov.au](mailto:office@equalopportunity.tas.gov.au)  
[complaints@equalopportunity.tas.gov.au](mailto:complaints@equalopportunity.tas.gov.au)  
[training@equalopportunity.tas.gov.au](mailto:training@equalopportunity.tas.gov.au)

#### Telephone

Ph: 1300 305 062 (local call)  
Ph: (03) 6165 7515  
Fax: (03) 6233 5333

Web SMS: 0409 401 083

#### National Relay Service

TTY users: 133 677 then ask for  
1300 305 062  
Speak and Listen users: 1300 555  
727 and ask for 1300305 062

Please let the office know before an appointment if you need assistance or the services of an interpreter.



**In respect of rights** is published by **Equal Opportunity Tasmania** to be an information, reference and education tool for and about discrimination law and the Tasmanian community and workplaces.

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