

## *In respect of rights*

### **From the Anti-Discrimination Commissioner**

On 22 September 2016, the Tasmanian Government introduced a Bill into the Parliament to amend the *Anti-Discrimination Act 1998* (the Act).

There were several arguments given for the proposed amendments including:

- the threshold for dealing with a complaint under the Act is too low.
- to allow for genuine public debate and discussion on important issues.

More recently, I understand a view has been expressed that the amendments will 'streamline the process' because of 'particular concerns about the impact of the anti-discrimination complaints process on business'.

I have provided my views on the proposed amendment to Government in a submission that you can find on the Equal Opportunity Tasmania website. I would, however, like to summarise those views in this newsletter.

#### **The threshold: there is one**

The Act is one of very few laws that have a threshold for a complaint to be dealt with or a legal action to commence.

The threshold for a complaint that is made under the Act to be dealt with involves consideration of several factors (set out in cases here and in other parts of Australia). Firstly, it must disclose a *prima facie* case, that is, it must show through what is alleged that there is a possibility of a breach of the Act.

As well as this requirement, there are a number of questions that I as Commissioner must consider before I can deal with a complaint, including when did the alleged conduct happen, does a defence so clearly apply that the complaint will inevitably fail, does a legal immunity apply. There are further tests if the complaint alleges incitement to hatred, serious contempt or severe ridicule, or conduct that offends, humiliates, intimidates, insults or ridicules.

This assessment of a complaint happens when the complaint is first received and, if the complaint is rejected, the person who the complaint was made against is not told of the complaint. This means they are not required to do anything, and they would not experience any concern that might have arisen if they had known a complaint had been made.

A decision to accept a complaint simply means that there is a possibility that a breach may have occurred. Neither I nor my office has the power to make a determination that a breach has occurred.

In 2015–16, 31% of complaints were rejected during that first assessment stage. In the same period, 67% of allegations of incitement were rejected, and 31% of allegations of offensive, humiliating, intimidating, insulting or ridiculing conduct. These are not low numbers. They show that it is not enough that a person makes an accusation and nothing more. They show that the assessment process does prevent people having to respond and participate in the complaint process as is intended by the scheme of the Act.

I do not consider the threshold for accepting a complaint is too low. It is accurate to say there is a threshold and this, at a preliminary stage, prevents many complaints from proceeding.

### **Genuine public debate on important issues: already protected**

To achieve this asserted aim of allowing for genuine public debate on important issues, the Bill seeks to make it lawful for people to act in a way that might incite hatred toward, and intimidate and humiliate minorities, if done for a 'religious purpose'.

I have concerns that the message this part of the Bill could send is that we place greater value on a right to express harmful and potentially dangerous views (those capable of inciting hatred) than to the right to protection from the negative effects of prejudice in the form of intimidation, humiliation, hatred and ridicule. The way the Bill is drafted means that this applies not only gay people, but also people with disabilities, women, people of religion, older people and others.

In my view the Act already provides clear protection for fair expression of view and opinions. The Act says that if something is

said or done in good faith, for any purpose in the public interest, it is not unlawful.

It allows all of us to discuss ideas and contested public policy without resorting to intimidation, humiliation, ridicule or incitement of hatred towards others.

### **Streamlining the process and impact on business**

Under the Act, a complaint that is received is assessed and, if it is not rejected, the respondent (the person and/or organisation) alleged to have breached the Act is given information about how the Act might possibly apply and invited to respond to the complaint. They are also provided with a free opportunity to try to resolve the complaint through a conciliation process. This all happens within about 6 weeks of the respondent being notified of the complaint.

The ways in which a complaint might be resolved are up to the parties. The Commissioner has no power to decide (a) that discrimination has happened, or (b) how the complaint is to be resolved.

If the complaint does not resolve, Equal Opportunity Tasmania will investigate further and then the Commissioner is required to decide whether or not the complaint should be dismissed, be further conciliated or be sent to the Anti-Discrimination Tribunal for a hearing.

Of the 156 complaints finalised by my office in 2015–16, 60 involved businesses as respondents. Of these, about 25% were small business, that is about 10% of the total number of complaints finalised. The vast majority (88%) of complaints involving businesses were finalised without being sent to the Tribunal. Of these, 33% were rejected, 45% were resolved, 2% were withdrawn, and 8% were dismissed. On average, all complaints involving business were finalised by my office in just over 6 months from the date of receipt. This generally would mean within four and half months of the respondent being notified.

This is already a process that provides free, early access to supported resolution process, and is low cost in that parties do not need to be legally represented (indeed the vast majority of complainants are unrepresented). Parties are encouraged to focus on how a complaint might be resolved, rather than on litigious approaches. This focus extends beyond Equal Opportunity

Tasmania to the initial stages if a complaint is set to the Tribunal.

In 2015–16, only about half of the resolved complaints involving business included an agreement by the respondent to pay compensation. The average compensation for all of those complaints was just over \$5,000. If only those involving small business are considered, the average compensation drops to just over \$4,000.

The Small Business Council was reported on the ABC to have said they were not aware of examples of owners getting caught up in the complaints process.

But the Council was reported to have said many small businesses were nervous about the laws.

Being nervous about laws without strong evidence that a law is not working is not a good reason to remove protections. Any concerns can and have been overcome through seeking information about how the law applies. My office works across Tasmania to provide training and information about the law and what can be done to comply with it. My focus, throughout my term as Commissioner, has been to work with government, business and community sector organisations to help build understanding of the law and what needs to be done to comply with it.

I can see nothing in the proposed amendments that will make any difference to the way in which the complaints process operates in relation to small businesses.

I am concerned that the Government is seeking to change, and in my view, weaken the Act, a law that protects Tasmanians from potentially damaging public debate, a law that has served the community well for 18 years.

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

### **From our office**

[Equal Opportunity Tasmania logo](#)

### **Presentations by the Federal eSafety Children's Commissioner**

Equal Opportunity Tasmania and the Commissioner for Children and Young People Tasmania are thrilled to be hosting

workshops presented by the Office of the Australian Children's eSafety Commissioner in October.

### **FREE public eSafety workshops**

#### **Hobart**

11 October

10.30 am - 12.30 pm

Best Western Hotel

Corner of Harrington and Bathurst Streets,  
Hobart

#### **West Coast - Zeehan**

12 October

12.30 - 2.30 pm

Zeehan Town Hall

Wilson Street

#### **West Coast - Rosebery**

12 October

3.30 - 5.00 pm

Rosebery Community Centre

8 Agnes Street

#### **Launceston**

13 October

4.30 - 6.30 pm

Tramsheds Function Centre

4 Invermay Road, Inveresk

Especially exciting for Tasmania is that Acting eSafety Commissioner Andre Wright will be attending and presenting at the Hobart events together with her trainer Greg Gebhart.

Workshops will cover:

- cyber safety including cyber bullying, unwanted contact digital reputation and sexting
- social media and technology use by young people
- strategies to minimise risks for children online
- current trends, advice and support

Places are limited, and we anticipate the events will fill very quickly. Bookings are essential by 7 October. Places will be allocated based on when the booking is received.

For more information go to

<http://equalopportunitytasmania.createsend1.com/tj-l-kkiry-t-l-y/> or call (03) 6166

1366: Commissioner for Children and Young People

Bookings: [office@equalopportunity.tas.gov.au](mailto:office@equalopportunity.tas.gov.au) or call (03) 6165 7515.

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As well as the free public events, Dr Susan Diamond – Director Program Support from Children and Youth Services, Department of Health and Human Services, is hosting a presentation for mental health and social work staff and government workers in Launceston on Friday 14 October.

Tasmania Police is also taking advantage of this visit and, in collaboration with Equal Opportunity Tasmania, will be hosting Acting Commissioner Wright and trainer, Greg Gebhart, for a specific law enforcement presentation at the Rokeby Police Academy on Monday 10 October. While these events are not open to the public, it further highlights the significance of the 5-day program of eSafety events.

eSafety is a growing concern for us all. It's topical, it's important and we need to act now.

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### **EOT's Complaint Management System, RESOLVE**

**Craig Beardwood**, our **ADR Co-ordinator and Systems Administrator** is working off-line on a project to undertake and complete testing of new 'Workflow' procedures for EOT's Complaint Management System (CMS), RESOLVE.

The twenty-five new 'workflows' reflect recent changes to the Act, notably the ability for the Commissioner to partially accept, reject and dismiss Complaints. They also reflect a re-evaluation, repair and enhancement of current RESOLVE 'workflows', actions and procedures.

Craig's project will hopefully be completed by mid-December 2016 and the new workflows will be implemented in our working complaint management system. It is hoped EOT staff will notice a significant improvement in the way the system supports them in their work.

In Craig's absence, his role of Dispute Resolution Co-Ordinator is being done through a job-share arrangement by **Naomi Rogers** and **Kylie Young**. Welcome Naomi and Kylie to the EOT team .

**Disability  
feature series**

**Our last edition of *In respect of rights* contained the fifth and final of our disability access feature articles. It seems fitting to follow up the series with details of Graeme Innes AM's new book.**

Graeme Innes AM is a lawyer, mediator and company director, and was Australia's Disability Discrimination Commissioner from December 2005 to July 2015.

Graeme has recently had published *Finding a way*, a book documenting the love and support, the challenges and the failures in overcoming discrimination for people with disabilities.

The Victorian Equal Opportunity and Human Rights Commission (VEOHRC) had a chat with Graeme about his work as an advocate, his time as Disability Discrimination Commissioner, and his advice on an easy adjustment that all workplaces can make to accommodate people with disability. Read the Q and A here:

<http://www.humanrightscommission.vic.gov.au/news-and-events/profiles/item/1442-graeme-innes>

Thanks to the Victorian Commission for allowing us to share this article from their newsletter.

You can pre-register for *Finding a way* at [graemeinnes.com](http://graemeinnes.com)

## 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 under section 57 of the Act 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://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-d/>.

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 5 August 2016  
and gazetted 17 August 2016**

16/05/071 – Exemption granted for 12 months. This exemption has been granted to permit **Tasmanian Centre for Global Learning Inc trading as A Fairer World** to create a group that meets regularly and supports male migrants aged between 16 and 25 years, and create a workshop/presentation that can be delivered at schools, colleges and workplaces to increase understanding of new migrants and people who have come to Tasmania as refugees or asylum seekers on the basis that it is consistent with:

1. section 25 of the Act, which provides an exception for discrimination 'for the purpose of carrying out a scheme for the benefit of a group which is disadvantaged or has a special need because of a prescribed attribute'; and
2. section 26 of the Act, which provides an exception for discrimination 'in any program, plan or arrangement designed to promote equal opportunity for a group of people who are disadvantaged or have a special need because of a prescribed attribute'; and
3. section 37 of the Act, which provides an exception for discrimination 'on the ground of age in relation to the provision of educational programs for persons of a particular age group'; and
4. section 38 of the Act, which provides an exception for discrimination 'on the ground of age in relation to the provision of benefits and concessions provided to persons of a particular age group'.

The exemption is conditional on the **Tasmanian Centre for Global Learning Inc trading as A Fairer World**:

1. reporting on or before the completion of the Young Men's Project to the Anti-Discrimination Commissioner on actions taken in reliance on this exemption (this may be the same report provided to the funding bodies Department of Premier and Cabinet and Tasmania Police); and
2. on at least one occasion in the 12 months after the exemption was granted, inviting Equal Opportunity Tasmania to attend and present a training and education awareness session for those involved in the Young Men's Project.

**Exemption granted on 5 August 2016  
and gazetted 17 August 2016**

16/08/016 – Exemption granted for 148 days. This exemption has been granted to permit **TransTrain Pty Ltd** to recruit and train women only in a program designed to support them to develop skills and knowledge to take up roles in the Tasmanian transport and logistics industry, in particular truck driving roles on the basis that it is consistent with:

1. section 25 of the Act, which provides an exception for discrimination 'for the purpose of carrying out a scheme for the benefit of a group which is disadvantaged or has a special need because of a prescribed attribute'; and
2. section 26 of the Act, which provides an exception for discrimination 'in any program, plan or arrangement designed to promote equal opportunity for a group of people who are disadvantaged or have a special need because of a prescribed attribute'.

The exemption is conditional on **TransTrain Pty Ltd**:

1. reporting on or before the completion of the program to the Anti-Discrimination Commissioner on any actions taken in reliance on this exemption including detail on the success of the program; and
2. on at least one occasion during the program, inviting Equal Opportunity Tasmania to attend and present a training and education awareness session for those involved in the program.

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**Exemption granted on 5 August 2016  
and gazetted 17 August 2016**

16/06/048 - Exemption granted for 3 years. This exemption has been granted to permit **Anglicare Tasmania Inc** to recruit and employ Aborigines only in specifically Aboriginal-designated Community Services Worker roles (approximately six (6) positions) on the basis that it is consistent with:

1. section 25 of the Act, which provides an exception for discrimination 'for the purpose of carrying out a scheme for the benefit of a group which is disadvantaged or has a special need

- because of a prescribed attribute'; and
2. section 41 of the Act, which provides an exception for discrimination 'on the ground of race in relation to employment if the discrimination is based on a genuine occupational qualification or requirement in relation to a particular position'.

The exemption is conditional on **Anglicare Tasmania Inc**:

1. reporting on or before 31 July 2017 to the Anti-Discrimination Commissioner on actions taken in reliance on this exemption; and
2. on at least one occasion in the 12 months immediately of the exemption being granted, organising and promoting community education for its staff, members, officers, clients and volunteers of **Anglicare Tasmania Inc** through Equal Opportunity Tasmania's community education program to increase awareness of rights and obligations obligations under the Act.

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#### **Exemption granted on 5 August 2016 and gazetted 17 August 2016**

16/07/063 - Exemption granted for 3 years. This exemption has been granted to permit **Pakana Services Ltd** to recruit and employ Aboriginal and Torres Strait Islanders only for field worker positions on the basis that it is consistent with:

1. section 25 of the Act, which provides an exception for discrimination 'for the purpose of carrying out a scheme for the benefit of a group which is disadvantaged or has a special need because of a prescribed attribute'; and
2. section 26 of the Act, which provides an exception for discrimination 'in any program, plan or arrangement designed to promote equal opportunity for a group of people who are disadvantaged or have a special need because of a prescribed attribute'.

The exemption is conditional on **Pakana Services Ltd**:

1. reporting on or before 31 July 2017 to the Anti-Discrimination Commissioner on actions taken in reliance on this exemption; and
2. on at least one occasion in the 12 months after the exemption was

granted, organising and promoting community education for its staff, members, officers, clients and volunteers of **Pakana Services Ltd** through Equal Opportunity Tasmania's community education program to increase awareness of rights and obligations under the Act.

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**Exemption granted on 12 August 2016  
and gazetted 24 August 2016**

16/08/020 - Exemption granted for 1 week from the date granted (inclusive of 18 and 19 August 2016). This exemption has been granted to permit **Students Against Racism, auspiced by the Tasmanian Centre for Global Learning Inc** to advertise and host a women-only 2-day event, Women's Business, for the purposes of:

1. 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
2. respecting the participating women's cultures by excluding men from attending the Women's Business event.

This is consistent with:

1. section 25 of the Act, which provides an exception for discrimination 'if it is for the purpose of carrying out a scheme for the benefit of a group which is disadvantaged or has a special need because of a prescribed attribute'; and
2. section 26 of the Act, which provides an exception for discrimination 'in any program, plan or arrangement designed to promote equal opportunity for a group of people who are disadvantaged or have a special need because of a prescribed attribute'; and
3. section 27(1)(f) of the Act, which provides an exception for discrimination 'on the ground of gender – in the provision or use of facilities, if those facilities are reasonably required for use by persons of one gender only'

The exemption was conditional on **Students**

### **Against Racism:**

1. reporting as soon as practicable after the event to the Anti-Discrimination Commissioner on the success of the event and any issues or concerns raised about this exemption; and
2. on at least one occasion in the 6 months immediately after the exemption was granted, organising and promoting community education for the members of Students Against Racism through the Equal Opportunity Tasmania's community education program to increase awareness of rights and obligations under the Act.

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### **Exemption granted on 18 August 2016 and gazetted 24 August 2016**

16/07/068 - Exemption granted for 3 years. This exemption has been granted to permit **Community Mediation Service Tasmania Inc trading as Positive Solutions: Mediation Counselling Training** to:

1. recruit and employ only men as mediators for family mediation services to the extent necessary to ensure it is able to consistently provide co-mediations facilitated by a team made up of a male and a female; and
2. recruit and employ only women as mediators for family mediation services to the extent necessary to ensure it is able to consistently provide co-mediations facilitated by a team made up of a male and a female mediator.

This is consistent with:

1. section 25 of the Act, which provides an exception for discrimination 'for the purpose of carrying out a scheme for the benefit of a group which is disadvantaged or has a special need because of a prescribed attribute'; and
2. section 26 of the Act, which provides an exception for discrimination 'in any program, plan or arrangement designed to promote equal opportunity for a group of people who are disadvantaged or have a special need because of a prescribed attribute'; and
3. section 27(1)(d) of the Act, which provides an exception for gender discrimination 'in employment, if it is based on a genuine occupational qualification or requirement in relation to a particular position'.

The exemption is conditional on **Positive Solutions: Mediation Counselling Training:**

reporting on or before 1 February 2017 to the Anti-Discrimination Commissioner on actions taken in reliance on this exemption; and

on at least one occasion in the 12 months immediately after the exemption was granted, organising and promoting education for the staff, members and officers of **Positive Solutions: Mediation Counselling Training** through the Equal Opportunity Tasmania's Training, Education and Development program to increase awareness of rights and obligations under the Act.

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

For more information on exemptions go to; <http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-h/>

### Frequently Asked Questions:

#### Discrimination law and social media (social networking sites)

##### Does discrimination law cover social media?

- Yes, social networking sites including on-line posts are subject to discrimination law.
- The *Tasmanian Anti-Discrimination Act 1998* (the Act) states you may not publish or display any material that promotes, expresses or depicts discrimination or unlawful behaviour.
- Material may include: status updates, comments (opinions), pictures, film clips including commentary, advertisements and events.

##### What are the specific areas of the law I need to be aware of?

- The law prohibits public acts that have the potential to incite hatred, serious contempt or severe ridicule based on a person's attributes or characteristics. The attributes included are: race, skin colour, nationality, ethnic origin or status as an immigrant, sexual orientation, lawful sexual activity, religious belief, affiliation or activity and disability.
- Public acts are actions other people can see and hear.
- Social networking sites are often public spaces where people access a variety of information and material.
- We all need to be mindful and respectful of the information, material, language and words we use when posting on-line and how this may affect people who read it or hear it.
- The law also prohibits conduct (behaviour) that offends, humiliates, intimidates, insults or ridicules another person on the basis of their: gender, race, age, sexual orientation, lawful sexual activity, gender identity, intersex status, marital status, relationship status, pregnancy, breastfeeding, parental status, family responsibility and disability. The conduct or behaviour that is covered by the law may include gestures, actions, speaking, writing, printing or displaying messages.
- Conduct isn't just limited to speaking and gestures, it also includes social media posts.
- For the conduct or behaviour to be unlawful, it must be such behaviour that a reasonable person would realise it would offend, insult, intimidate or humiliate the person. This is also known as the 'reasonable person test'.

**What about 'freedom of speech'? Are there any exceptions or defences to conduct (behaviour) that offends, humiliates, intimidates, insults or ridicules another person?**

- Yes, there are exceptions or defences to this part of the law to protect 'freedom of speech' from unjustified restriction.
- These exceptions or defences include:
  - accurate and fair reporting of a public act; and
  - public acts done reasonably and in good faith for purposes in the public interest (this includes public discussion and debate, as well as things said or done for academic, artistic, scientific or research purposes)

For more information about the law or making a complaint, you can call our office on 03 6165 7515 or 1300 305 062 and ask to speak to or meet with an enquiries officer, or you can [visit our website \(http://equalopportunitytasmania.createandsend1.com/t/j-l-kkiry-t-l-n/\)](http://equalopportunitytasmania.createandsend1.com/t/j-l-kkiry-t-l-n/).

## Case Summary

### Disability discrimination case dismissed

*Bassili v The Star Pty Ltd* [2016]  
NSWCATAD 167

B has paranoid schizophrenia with secondary depression. B complained to the Anti-Discrimination Board that the Star Casino discriminated against him because of his disability. The Board dismissed the complaint as lacking substance. B took his discrimination complaint to the New South Wales Civil and Administrative Tribunal (the NSW Tribunal).

The NSW Tribunal found B did not have grounds to proceed with a complaint of disability discrimination after he was banned from the Star Casino. The Tribunal found the Casino did not treat the man any differently to how it would have treated a problem gambler without disability.

The Casino had issued B with a non-voluntary exclusion order preventing him from entering or remaining in the casino. It told B that, to get the order revoked, he would have to show he had taken positive steps to overcome his gambling problem. B was required to see a counsellor to get an assessment of his gambling behaviour.

That assessment concluded B was a problem gambler. The Casino did not revoke the order.

The NSW Tribunal found the Casino acted in the way it did because it was concerned about B's difficulties with gambling and about his welfare. There was no link established between the decision to exclude B and his disability.

<http://equalopportunitytasmania.createandsend1.com/t/j-l-kkiry-t-l-p/>

## 2016 Training Calendar

## OCTOBER

### Workplace Support / Contact Officer

#### Hobart

Monday 10 October  
1.00 - 5.00 pm

&

Tuesday 11 October  
9.00 am - 1.00 pm

**\$440.00 per person**

## NOVEMBER

### Community Road Show

Monday 21 - Friday 25 November  
(\*please note the date change)

#### State-wide

90 minute sessions around Tasmania

#### FREE to community groups

Contact:

[Louise.adams@equalopportunity.tas.gov.au](mailto:Louise.adams@equalopportunity.tas.gov.au)  
for venue details and times

### Workplace Support/Contact Officer Networking Meetings

#### Hobart

Tuesday 15 November  
9.00 am - 12.00 pm

#### Launceston

Thursday 17 November  
9.00 am - 12.00 pm

#### Burnie

Friday 18 November  
10.00 am - 1.00 pm

#### FREE to existing Workplace Support/Contact Officers

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

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-x/>

## Training News

**Stay tuned - our 2017 training  
calendar will be out with the next  
edition of *In respect of rights*.**

If there is anything you would like to see  
included in the next calendar please let us

know.

For more information about the training we deliver go to the [training page on the Equal Opportunity Tasmania website](#) (<http://equalopportunitytasmania.createsend1.com/t/j-1-kkiry-t-l-a/>) and 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*

## Local News

COTA logo

### COTA Tasmania's Active Ageing community consultation

Ageing is a process we all go through, but it is experienced differently by everyone.

Council on The Ageing (COTA) Tasmania's Active Ageing community consultation is a chance to let the Tasmanian Government know how we want to grow older in the place we call home.

Your opinions will contribute to an Active Ageing Plan for Tasmania.

Register your interest in joining a focus group discussion in your community.

COTA will be visiting these locations soon:

- Hobart, Glenorchy and Clarence
- Launceston and St Helens
- Kingborough and the Huon Valley
- Brighton, New Norfolk and Oatlands
- Devonport, Burnie and Smithton
- Strahan
- Sorell
- Triabunna, Orford, Tasman Peninsula

To get involved visit the [COTA website](#) (<http://equalopportunitytasmania.createsend1.com/t/j-1-kkiry-t-l-v/>) for more information and a link to their online survey. Or phone: 03 6231

## National News

### ***Racial Discrimination Act Fact Sheet***

The Australian Human Rights Commission has produced an updated fact sheet explaining the *Racial Discrimination Act*. It aims to set the record straight on some of the misconceptions in the renewed debate about section 18C of that Act. Read, download or print the fact sheet from [this link](https://www.humanrights.gov.au/our-work/race-discrimination/projects/race-hate-and-rda):  
<https://www.humanrights.gov.au/our-work/race-discrimination/projects/race-hate-and-rda>

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### **Children and Young People with Disability Australia education survey 2016**

Children and Young People with Disability Australia has an annual national survey about the education experiences of students with disability. The 2016 Survey results have been made public. The survey of 1,396 students and families covered a range of issues and provides a snapshot of current experiences nationwide.

Critically, the survey results demonstrate that students with disability continue to have overwhelmingly poor education experiences. The majority of participants reported inadequate support in schools and very concerning rates of bullying, exclusion, restraint and seclusion.

To read more go to [Australian Policy Online website link](http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-w/)  
(<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-w/>)

To see the [results](http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-yh/) go to:  
<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-yh/>

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### **2016 Diversity and Inclusion in Sport Forum**

**7 October 2016**

Australia's population is changing in size and diversity, as are the communities in

which sport operates. For sports to flourish and grow they need to continue to evolve and innovate. However, understanding and engaging diverse communities and meeting their needs can present many challenges.

The Australian Sports Commission is presenting a forum in Melbourne in October that aims to share ideas, strategies and best practice across the sport sector, and explore future approaches and solutions to help sport get inclusion and diversity right.

Topics will include gender equity, reconciliation action plans, homophobia, casual racism, disability and universal design, refugees and migrants, junior sport and social inclusion frameworks.

For more information and to register go to: <http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-yk/> or <https://www.eventbrite.com.au/e/2016-diversity-and-inclusion-in-sport-forum-tickets-27065906856>

Human Rights Week Tasmania logo

### **Tasmanian Human Rights Awards: nomination closing date extended**

**The Tasmanian Human Rights Week Award nomination close date has been extended to 5 pm Friday 7 October 2016.**

If you know someone, an organisation, program or group who you think work hard to improve and promote human rights in Tasmania please put in a nomination.

The Tasmanian Human Rights Awards celebrate notable activities in Tasmania or by Tasmanians with nine awards given annually.

To have a look at what human rights in Tasmania is all about or to download a nomination form please go to the [Human Rights Week webpage](http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-jr/) (<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-jr/>)

Information about the awards is also available on the [Human Rights Week Tasmania Face-Book](#) page.

PlaybytheRules logo

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://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-ji/>).

## Awareness days in October

United nations logo

Mental Health Council of Tasmania logo

2016 World Sight Day logo

Anti-Poverty Week 2016 Join in now link

National Carers Week, I CARE! social media badge

Seniors Week 2016 logo

1 October

### **International Day of Older Persons**

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-tr/>

2 October

### **International Day of Non-Violence**

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-ty/>

9 - 15 October

### **Mental Health Week**

Mental Health Week aims to engage communities in activities that promote mental health and wellbeing and also raise awareness and understanding about mental health issues and how they affect the lives of people in our community.

The theme for Mental Health week 2016 is

#### **'Mental Health Begins with Me!'**

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-tj/>

10 October

### **World Mental Health Day**

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-tt/>

13 October

### **World Sight Day**

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-ti/>

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-td/>

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-th/>

16 - 22 October

### **Anti-Poverty Week**

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-tk/>

16 - 22 October

**Carers Week**

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-tu/>

Carers Australia has produced a range of downloadable documents for both employers and employees on combining work and care. You can find them here:

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-il/>

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-ir/>

10 - 16 October

**Seniors Week**

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-iy/>

17 October

**International Day for the Eradication of Poverty**

<http://equalopportunitytasmania.createsend1.com/t/j-l-kkiry-t-l-ij/>

**Contact us**

To make a complaint or get information, contact the office or visit the website. Please note, the office cannot give legal advice.

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**Telephone**

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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.



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