

## DISCRIMINATION INFORMATION

### WHAT IS DISCRIMINATION?

**Discrimination means treating someone differently and less favourably because of some personal attribute they have. Below is a list of attributes covered by discrimination legislation.**

The Act says it is against the law to treat you less favourably because of your:

- Age
- Breastfeeding status
- Gender identity
- Impairment
- Industrial activity
- Lawful sexual activity
- Employment activity
- Marital status
- Parental status
- Carer status
- Physical features
- Political belief or activity
- Pregnancy
- Race
- Sex
- Sexual orientation
- Religious belief or activity
- Personal association (whether as a relative or otherwise) with a person who is identified by reference to any of the above attributes.

### DISCRIMINATION MAY BE DIRECT OR INDIRECT

Discrimination on certain grounds is prohibited in both Federal and State anti-discrimination legislation. While these laws prohibit discrimination in a range of areas, for example education, the provision of goods and services and accommodation, their coverage of discrimination in employment is of particular interest to trade unions.

#### Checklist

- You do not have to tolerate discrimination
- If you feel uncomfortable, seek information or advice
- Your organisation should have a policy for dealing with discrimination
- Discrimination or similar behaviour is not your fault
- The ASU is here to offer confidential advice and assistance to ASU members
- The ASU can help organisations to develop appropriate policies and practices

#### How the ASU can help

The ASU provides advice and information to members regarding workplace rights and obligations. ASU members can contact their State ASU office for more information. If required the ASU provides members with individual representation.

To obtain the contact details of your local ASU Branch visit the ASU national website [www.asu.asn.au](http://www.asu.asn.au) or contact the JSA National Project Coordinator on (03) 9342 1400 or [help@employmentservicesunion.org.au](mailto:help@employmentservicesunion.org.au)

### WHAT YOU CAN DO ABOUT DISCRIMINATION?

#### Try to resolve the issue informally

If possible, talk to the person who is treating you unfairly or making you feel uncomfortable and ask them to stop, or if you are uncomfortable in speaking to the person directly, ask a work colleague/ manager to do so on your behalf.

#### Try to resolve the issue formally

If the behaviour continues and/or you wish to take the matter further, you should inform your employer and follow any internal procedures to resolve the matter. Your local ASU Delegate or ASU Industrial Officer / Organiser can assist.

#### Get advice

As an ASU member, we can give you confidential advice on how to proceed. It would then be your choice as to whether you wished to act on this advice.

#### Make a formal complaint

If your matter is still unresolved and you wish to proceed further by making a formal complaint about the behaviour, you can contact the Equal Opportunity Commission in your state, or Human Rights & Equal Opportunity Commission (HREOC) and the ASU can assist.

[www.employmentservicesunion.org.au](http://www.employmentservicesunion.org.au)



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Authorised and published by Linda White, Assistant National Secretary, Australian Services Union, Ground floor, 116 Queensberry Street, Carlton South, Victoria, 3053, Australia