

# Equal Time

Number 63 February 2005

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**Please refer to page 3 for an important clarification on the new amendments to the Anti-Discrimination Act.**

**The contents of this publication are for information purposes only and should not be substituted for legal advice.**

**How can you identify sexual harassment?  
Who is liable when it occurs?**

**Refer to our story on page 4 for more information**

## GLBTI ageing forum a success

***The forum on ageing and discrimination as they relate to gay, lesbian, bisexual, transgender and intersex people (GLBTI) held by the Anti-Discrimination Board as part of the events surrounding Sydney’s Gay and Lesbian Mardi Gras has raised a wide range of issues for further investigation and action.***

The forum was opened by Cameron Murphy, who is a current member of the Board and also President of the NSW Council of Civil Liberties. He expressed the Board’s support for the issue and emphasised the importance of highlighting and raising awareness about the issue of “double-edged” discrimination, such as may occur to older GLBTI people.

The keynote speaker was Dr Jo Harrison from the School of Health Sciences at the University of South Australia, whose research on ageing and discrimination in the GLTBI community was discussed in detail in the August 2004 issue of Equal Time.

The main issue raised by Dr Harrison is that sexual and gender identity are mainly neglected in the Australian aged care context. This is reflected in textual discourse, clinical and service practices, training and education, research approaches and policy development.

For example, questions about marital status do not necessarily cover the situation of a GLBTI person, and they may have to openly “come out”, in a situation where they may not feel comfortable to do so in order to get their needs met. Long-time GLBTI partners may not be given the same visiting or decision-making rights as heterosexual ones.

In the UK and USA there have been some initiatives to address these issues, and Dr Harrison reported on lessons to be learned from the American experience. These include that older people themselves must lead the change process, the need for more research, and the need for a national organisation, network or group to move these issues forward in Australia.

The second speaker was David Urquhart, who spoke about his own life story and being an older

*Continued on page 2*



## From the President

This edition of Equal Time marks a period of transition for the Anti-Discrimination Board.

One feature of this transition will be the proclamation of the amendments to the Anti-Discrimination Act (ADA) which were passed by the NSW Parliament in October 2004. These amendments were discussed in detail in the November 2004 issue of Equal Time.

The amendments will enhance the Board's ability to provide an excellent service to the public and to combat discrimination in the State. Staff at the Board are currently finalising the changes to internal procedures and their documentation that will be required after the proclamation.

We are also analysing the necessary changes to our publications and setting in train a process to implement these within the available resources. Information about the new provisions will also be available on the Board's website.

Another change will be the Board's move to new premises across the road at 175-183 Castlereagh Street. The move reflects the need to increase financial efficiency following the reduction of the Board's annual budget in 2003.

The objective during the move will be to ensure minimum disruption to services to clients, which will be assisted by the small distance involved. The new premises are easily accessible by

the same methods of public transport as the current premises, and are fully wheelchair accessible.

I was very pleased by the response to our forum on ageing and discrimination in the gay, lesbian, bisexual, transgender and intersex communities. Following two excellent presentations by Dr Jo Harrison and David Urquhart, there was some extremely constructive discussion about the issues affecting older GLBTI people and how these might be addressed (see story pages 1-3).

The Board is currently looking at the ideas raised at the forum and will be progressing these in the near future.

I was also pleased to note that our Enquiries and Conciliation Branch is continuing to improve the rate at which complaints are being resolved. Although the number of complaints received in the first half of 2004-2005 has increased over 2003-2004 (though it is still less than the same period in 2002-2003), an equivalent number of complaints have been resolved and so there is currently no "queue" of complaints awaiting allocation.

After the brief disruption involved in the move, I look forward to the Board implementing the amendments to the ADA and continuing to provide an efficient and effective mechanism for people of NSW who are experiencing discrimination.

*Stepan Kerkyasharian AM*

### GLBTI ageing

*Continued from page 1*

gay man. This was amusingly highlighted when he was rushed to hospital with chest pain and his (younger) partner was told by the triage nurse: "don't worry, your father's going to be all right". The partner said "he's not my father, he's my boyfriend," and the nurse said "that's OK, he's still going to be all right!"

David discussed the concept of "family" extending beyond the biological family to include his partner's family, his partner's child and that family, and friends. He also talked about ageism within the gay community, comments about "dirty old men" and "pitiful sights" and a view that older gay men are embarrassing or predatory.

David went on to explain that most GLBTI community organisations grew from grass roots beginnings and all these organisations should be talking about ageing issues, rather than starting another organisation to do it.

Following the speakers there were small group discussions facilitated by staff from the Board. These groups looked at four main issues: medical services and medicines, the image of older GLBTI people, aged care services, and the ageing experience.

Issues raised by the medical group included:

- the effects of long-term medication on transgender people;
- insensitive treatment of transgender people by some

members of the medical profession when medical complications arise;

- the assumption of heterosexuality in medical forms;
- the need for education of non-medical staff such as nurses' aides; and
- the possibility of including awareness training as part of the accreditation process.

Issues raised by the image group included:

- the need to avoid ghettoising older GLBTI people and for GLBTI groups to welcome people of all ages;
- the lack of awareness about the sexuality needs of all older people, and possible approaches to address this;
- the lack of options for older GLBTI people to socialise; and
- the need for more awareness in schools of GLBTI issues.

Issues raised by the aged care services group included:

- the need for older people to retain their links with the GLBTI community, even if they move into aged care facilities;



Forum speakers David Urquhart and Jo Harrison with the Board's Acting President, Elizabeth Wing

- the need for a national advocacy group; and
- reminding and educating service providers about their existing legal obligations.

Issues raised by the ageing experience group included:

- raising awareness of differing GLTBI and ageing concerns through educational curricula;
- furthering research and developing more proactive health care policies to address

GLBTI issues;

- targeting recruitment of more GLTBI-friendly staff in aged care services;
- producing a guide to user friendly health care services; and
- more support for carers in the community.

A session to review the outcomes of the forum will be held in the near future, chaired by Board President Stepan Kerkyasharian.

## Clarification

In the last issue of Equal Time we referred to the new time limit for lodging complaints under amendments to the Anti-Discrimination Act which will come into effect later this year.

Under the current provisions, if the alleged acts of discrimination occurred more than six months prior to the complaint being lodged, the complainant must show "good cause" why the complaint should be accepted by the President for investigation. The President can refuse to accept the complaint if good cause is not shown.

The article said that the "good cause" provision will no longer exist under the amendments, and the President will not be able to exercise his discretion to accept complaints that are outside the new time limit of 12 months.

To clarify this, under the new amendments, there will no longer be provision for a complainant to show "good cause" as to why their complaint should be accepted out of time. However, the President will be able to accept or decline complaints (or parts of complaints) referring to events occurring more than 12 months before the complaint was lodged, at his discretion.

# Sexual harassment – what every organi

Sexual harassment is now a high public profile issue. People's increasing awareness of their rights to protection from sexual harassment in the workplace, and willingness to exercise those rights, makes it crucial for employers to understand what sexual harassment is, what a company's legal liability may be and what steps can be taken to prevent it.

## What is sexual harassment?

Generally, sexual harassment is unwanted behaviour of a sexual nature.

The *Anti Discrimination Act 1977 (NSW)* (ADA) defines sexual harassment as:

- (a) *an unwelcome sexual advance, or an unwelcome request for sexual favours, to another person, or*
- (b) *other unwelcome conduct of a sexual nature in relation to the other person, in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the other person would be offended, humiliated or intimidated.*

The behaviour has to be unwanted, so if there's some consensual relationship or behaviour at work between colleagues, it is unlikely to be sexual harassment. But people need to be aware that what is acceptable to them may not be acceptable to others, and that it is possible for behaviour to be offensive to someone else without the person engaging in the behaviour being aware of it.

Secondly, the law says that intention is not relevant. Sexual

harassment can occur regardless of whether or not a person intended to sexually harass another person.

Sexual harassment can be either a single incident (asking another person for sex), a course of conduct (repeated jokes, touching or sexual innuendo) or a hostile work environment (a sexually charged, intimidating workplace). In most cases it will depend on the type of the behaviour that is being complained about as to whether a single incident is sufficient to amount to sexual harassment.

Importantly, sexual harassment can occur in all human relationships – male to female, female to male, male to male and female to female – although the overwhelming majority is male to female. The focus is on the unwanted aspect of the behaviour that a person is being subjected to, simply by virtue of working in a place where that behaviour is a feature.

Employers are vicariously liable for harassment occurring in the workplace. This could include sexual harassment by the organisation's clients, visitors to the workplace and Board members, as well as other employees.

## What types of behaviour could be harassment?

Sexual harassment can take many forms. For example, any of the following could be sexual harassment:

- sexually explicit material that can be viewed at the workplace, or circulated, or put in someone's workspace or belongings, or on a computer or fax machine;
- sexually explicit jokes. There is a difference between harmless

humour which may refer to gender, and using a sexist joke to harass someone. If the difference is not clear or if someone is offended, the behaviour should stop immediately;

- crude or sexually offensive gestures;
- staring or leering in a sexual manner;
- sexual or physical contact, such as slapping, kissing or touching;
- intrusive questions about sexual activity;
- sexual assault (also an offence under the Crimes Act);
- unwelcome wolf whistling; or
- repeated sexual invitations when the person invited has refused similar invitations before.

## Who gets harassed?

A survey by the Human Rights and Equal Opportunity Commission in 2003 found that 28% of survey respondents had experienced sexual harassment, with 65% of this occurring in the workplace.

The majority of sexual harassment is male to female (69%). However, 19% was female to male, 7% male to male, and 2% female to female.

Sexual harassment can also occur at different levels of an organisation – between people on the same level, or even by someone in a lower position than the harassed person.

In the HREOC survey, an average of 32% of respondents experienced harassment from a supervisor or employer, 50% from a co-worker, and 9.5% from a client or customer.

# sation should know

## What if the person doesn't say no?

Even if the person being harassed does not say no, it may still be harassment. Harassment often involves the inappropriate use of power. This power imbalance sometimes makes it difficult for a person being harassed to say no, or even to give an indication that the behaviour is unwanted.

Fear of work-related reprisals often make it hard for the person being harassed to confront the harasser. This is important to bear in mind when making policy or investigating harassment in the workplace.

Employers should encourage their employees to say no to behaviour they feel uncomfortable with, by giving strong messages that sexual harassment is unacceptable and that victimisation of those who speak out against it will not be tolerated.

## Consequences for employers

As well as being against the law, sexual harassment is bad for business. Unchecked harassment can lead to increased absenteeism, low morale, decreased productivity, resignations and associated retraining costs, as well as the time spent in harassing or fending off harassment, which is time spent not working. In addition, discrimination complaints and court cases may have significant expenses.

If an employee complains that they are being sexually harassed, it is generally most useful to both the organisation and the person complaining of the harassment if the employer accepts that there

may be a problem in the workplace that needs to be taken seriously.

## Legal consequences

An employer can be vicariously liable for harassment if they fail to take "reasonable steps" to stop the conduct from occurring or if they simply ignore the conduct of the employee/s involved.

"Reasonable steps" should include developing a policy on sexual harassment, distributing it to everyone in the workplace, training in sexual harassment and discrimination issues, and making sure that everyone understands their rights and responsibilities.

It should also include developing an easy to use complaint-handling procedure, so that any problems can be sorted out effectively and efficiently within the workplace. Managers should also be proactive and deal with any inappropriate behaviour promptly, before it gets out of hand.

Victimisation of anyone who has made a complaint of harassment or anyone who has given evidence as a witness of harassment is also against the law. In some complaints to the Board, the original complaint was found to be unjustified but a related complaint of victimisation was upheld.

## How to prevent sexual harassment in the workplace

Workplace culture is the key to preventing sexual harassment, and employers have a strong impact through their attitudes, behaviours and policies.

The goal is to create a workplace where everyone treats each other with respect, understands that everyone is different, and accepts that everyone has the right to feel comfortable and safe at work.

The following may be useful in preventing sexual harassment in the first place:

- conducting a confidential harassment survey to ascertain the level of sexual harassment currently being experienced;
- developing an anti-sexual harassment/"good working relationships" policy;
- making sure that your organisation has an appropriate complaint handling mechanism;
- distributing policies and complaint handling procedures to all employees and providing staff with training to ensure that everyone understands their rights and obligations;
- providing an appropriate environment – remove any potentially offensive material from walls. In order to avoid a backlash, staff should be consulted in this process;
- training in what constitutes sexual harassment; and
- monitoring what happens in the workplace.

The Anti-Discrimination Board conducts workshops on harassment and discrimination. We also have publications containing more detail on preventing sexual harassment. For information contact the Board on (02) 9268 5555.

# Legal developments

## Café seeking “young team” discriminated against older applicant

The Queensland Anti-Discrimination Tribunal has found that a café discriminated against a chef when he replied to an advertisement for someone to join a “young team”.

The 46-year-old man said that when he rang the café, a director of the company that owned the café asked him how old he was. When he said he was over 21, she told him to drop his resume in to the café.

He said that when he went to the café he had a further conversation with the director in which he told her he was 46 and she said she only had a young team. She said she would set up a trial but he did not hear from her again.

At the hearing, the director said the advertisement used the words “young team” because some older workers did not like working with young people. She said she had terminated the original phone call because she did not like the man’s attitude, and she denied asking him to drop in his resume or speaking to him in person at all. However the Tribunal found that her evidence was “evasive and unhelpful”.

The Tribunal ordered \$2,500 in damages for hurt and humiliation, but denied the man compensation for lost wages.

*Gardener v Norcott [2004] QADT 39*

## Changes to hours not unfair

The Australian Industrial Relations Commission has ruled that a small copying business did not dismiss a woman unfairly when it changed her working hours.

The woman was initially employed to work from 9.30am to 4.30pm, to enable her to take her daughter to and from school. Later she was promoted to managing a branch store and her hours were changed to 8am to 5.30pm.

After a day off sick she received a message to report to another, more distant store the following week. She said that when she spoke to the employer about the fact that she could not get there on time he was “uninterested and dismissive”. She went to the new store but arrived late and received a warning.

After she went home feeling anxious and unwell, she was told to bring back her keys, and she understood that she had been fired. The employer disputed this, arguing that she had abandoned her employment.

The Commission concluded that the company had initiated the termination, but found that as hours of work were crucial to such a small business, this was not harsh, unjust or unreasonable. However Commissioner Hingley said that the woman’s needs could have been handled more sympathetically. The company was ordered to pay the woman one week’s pay in lieu of notice.

*Philpott v Zip Copies Trust Pty Ltd c/o Zip Copies PR953788*

## Police discriminated against man with sickle cell trait

The Federal Magistrates Court has upheld a complaint of disability discrimination lodged against the NSW Police by an employee who carries sickle cell trait, a blood condition common in the black African population. The employee is of both Aboriginal and African origin.

The man was accepted as fit for duties when he joined the police force, although his condition was known at that stage. After his brother died from an assault and the autopsy linked that death to complications arising from sickle cell trait, the man was placed on informal restricted duties.

A specialist said he was fit to undertake full duties, but the service also required an assessment from the man’s GP. The GP, who knew less about the condition, said that precautions were called for, and as a result the man worked on restricted duties for several years.

Following his complaint to the Human Rights and Equal Opportunity Commission, another specialist confirmed that the restrictions were unnecessary. The GP wrote a new certificate for the man and the restrictions were lifted.

The court found that the Police Service had discriminated against the man on the basis of disability because it had placed him on restricted duties when it knew this was unnecessary because of the specialist’s report, and required him to obtain a further certificate. However a claim of race discrimination was dismissed.

The Police Service was ordered to pay the man \$10,000 in damages, plus lost overtime and allowances, plus interest.

*Trindall v NSW Commissioner for Police [2005] FMCA 2*

## Inherent requirements still a defence if complainant not informed

An appeal panel of the Administrative Decisions Tribunal has dismissed an appeal against a Tribunal decision which found that the NSW Police discriminated against a man on the ground of disability when it refused to offer him employment.

The man has some loss of vision in one eye and NSW Police argued that this meant he would be unable to judge distances accurately and therefore he was unable to meet the inherent requirements of the job.

The Appeal panel found that while the Tribunal at first instance had made an error of law, the Tribunal's subsequent reasoning and findings made it clear its decision would have been the same even if it had not made the error.

The error the Appeal panel said the Tribunal had made was in interpreting comments by the High Court in *X v the Commonwealth* (1999) 200 CLR 177 as meaning that in order to later rely on the defence, an employer must have identified the inherent requirements of a position prior to rejecting an application for employment.

The Appeal panel went on to find that the error was not crucial to the Tribunal's decision because the Tribunal ultimately found the inherent requirements defence was not made out, and it dismissed the appeal. It also rejected an appeal against the \$10,000 awarded for non-economic loss, finding that there was no authority for NSW Police's submission that the amount was well outside the range previously awarded by the Tribunal for non-economic loss.

*Commissioner of Police v Zraika*  
[2005] NSWADTAP 1

## "DO IT RIGHT" FORUMS CONTINUE

The NSW Minister for Industrial Relations, John Della Bosca, recently announced the latest in a series of forums on employment issues for Aboriginal and Torres Strait Islanders, which was held on 15-16 March in Lismore.

The forum brought together Aboriginal and non-Aboriginal advisors from government and non-government agencies to provide the local Indigenous community with a wide range of information and advice. As well as the Anti-Discrimination Board, these include WorkCover, the Working Women's Centre, the Wirringa Baiya Aboriginal Women's Legal Centre, solicitors Maurice Blackburn Cashman incorporating Whyburn Legal, and the Office of Industrial Relations and the Office of Fair Trading (agencies of the Department of Commerce).

The forum included presentations and workshops on industrial

relations, looking at critical issues such as harassment and discrimination, safety, award conditions, employment laws, tax and superannuation, and consumer and tenancy issues.

This follows previous sessions held in Armidale, Bateman's Bay, Blacktown, Newcastle, Wagga Wagga, Tamworth, Condobolin and Moree. Feedback from these has suggested that they are a very effective way of informing Aboriginal and Torres Strait Islander community workers and members about employment issues.

Another three similar forums will be held later in 2005. These will be at Deniliquin on 7-8 June, Taree on 9-10 August, and Bourke on 25-26 October. For more information phone Rae Hamilton or Chris Capper at the Office of Industrial Relations on 1300 361 968.

Participants in the recent Condobolin forum included (back L-R) Janet Sloane from Central West Family Support, Amanda Coe from Midwestern Area Health Service, (front L-R) Vickie Brandy from Aboriginal HACC Services and Kerry Goolagong from Ngangara Home Care Service.



# Conciliations

## Disability discrimination in employment

The complainant was a young man who was employed in a small manufacturing workshop at the recommendation of a friend who also worked there. He alleged that he was fired four weeks after he started because his employer discovered that he has bipolar disorder.

The complainant agreed that the employer told him that he was being terminated because he could not be relied on to turn up for work. However, he said he thought his disability was the real reason for the termination.

There was no dispute between the parties that the complainant had disclosed his condition to his employer when he began work. The parties also agreed that during the month of his employment he was absent six times at short notice. These absences were for a variety of reasons to do with the complainant's car (he lived 70 km from the workplace).

The matter was resolved when the complainant accepted the respondent's explanation of the reason for his termination.

## Age discrimination in employment

The complainant, who is in her 50s, applied to a recruitment agency for work and was called in for an interview to be referred for a position. She alleged that during the interview she was asked her date of birth, and when she questioned

the justification for this the consultant appeared to become less enthusiastic about her and the interview deteriorated.

She was not put forward for the position, and subsequently she found out that the four people put forward were all in their 20s, and the successful candidate had significantly less qualifications and experience than she did. The requirement for younger candidates had not been part of the brief from the client company for the position.

The woman made a complaint of age discrimination to the Board. The agency said that the decision was not discriminatory, but agreed that a question about age on their application form and the question at the interview could have led to the perception of discrimination.

At conciliation, the agency agreed to remove the date of birth field from their application form, to implement training for all staff on preventing discrimination, and to monitor and provide feedback to staff on EEO issues. The agency offered the complainant a financial settlement but she declined this, saying that her goal was to effect change not to receive compensation.

## Sexual harassment and victimisation in employment

The complainant worked as a casual kitchen hand for the respondent. She alleged that she was sexually harassed by a chef

who worked there when he continually propositioned her to form a relationship with him, both in the workplace and in her home.

The complainant acknowledged that she had formed a social relationship outside the workplace with the chef, but said that she wanted this to remain platonic. She alleged that after she rejected his advances she was not offered any further work.

The complaint was resolved when the complainant accepted a payment of \$3,000.

## Sex discrimination in employment

The complainant applied for a position with a management consultancy. When she attended for interview she was told that she needed to work on her "image" and was referred to a consultant to improve her voice and appearance.

The woman paid for this training and attended several more "meetings" to discuss the position but it was nonetheless given to another, male candidate. She made a complaint of sex discrimination to the Board, on the grounds that different standards were being applied to men and women.

The complaint was resolved when the company agreed to refund the amount the complainant spent on the image consultant, and pay her an additional amount as compensation for the time she spent without work during the negotiations.

## Disability discrimination in goods and services provision

The complainant, who has quadriplegia and uses a motorised wheelchair, had booked with her carer to see a theatrical performance. She alleged that the theatre company made inadequate

arrangements to accommodate patrons in wheelchairs.

She said that as a result she was not able to enter the theatre until after the first act. She alleged that the space available for wheelchairs in the theatre was not adequate and parts of the theatre were not wheelchair accessible.

The matter was resolved when the theatre company and the lessee of the building agreed in writing to a number of undertakings. These included: training staff in disability awareness; reviewing procedures; reviewing and upgrading their signage; reviewing disabled parking facilities; updating their website for information on disabled access; developing and prioritising strategies to improve disabled access; and engaging a consultant to assess these strategies with a view to removing all barriers to disabled access.

### Sexual harassment in employment

The complainant worked for a transport provider and was one of only two women working in fleet quality control. She alleged that she was subjected to sexual harassment by the men in the area, including sexual references and comments about her body.

The woman made an internal complaint and the company investigated it, but the outcome was not to her satisfaction as the men denied that anything had happened. A second investigation still did not produce results and she went on extended sick leave and made a complaint of victimisation to the Board (by this time the original incidents were outside the time limit).

Once the Board was involved, witnesses were found who supported the woman's claims. A representative of the company

agreed that they could have done more to support the woman and investigate her claim.

The complainant initially wanted compensation, but decided that the most important thing was to get her job back. The complaint was resolved when the company agreed to retrain the woman to work in another division, as it would have been difficult for her to return to her previous position.

### Disability discrimination in accommodation

The complainants are tenants of a housing provider. They said that their current accommodation was cold, damp and mouldy, and they could not live there because they have asthma and arthritis.

The complainants alleged that it was within their landlord's power to transfer them to more suitable accommodation, but their various requests for transfer had not resulted in a more suitable property being identified.

The respondent said it had done everything within its power to try to accommodate the complainants' request but that suitable properties were simply not available of the style required in the desired location.

The matter was resolved when the parties agreed to detail the complainants' specific housing needs and place them on the list for priority transfer.

### Sexual harassment in employment

The complainant worked at a sporting club and developed a social friendship with the manager. She made a complaint of sexual harassment after the manager implemented more rigorous financial procedures and she felt he was victimising her because she would not have a sexual relationship

with him.

The complainant initially made an internal complaint, and then went to the police, then went on workers' compensation and complained to the Board. The manager said he had changed the procedures because there had been financial irregularities, not because he was victimising the complainant. However the club conceded that there had been some flirtation between the two, and the situation was unclear.

The complainant initially wanted to go straight to the Administrative Decisions Tribunal and to receive the maximum amount of compensation. However the Board recommended a conciliation conference as it felt resolution was possible. The complaint was eventually resolved when the club agreed to pay the complainant \$16,000.

### Age discrimination in employment

The complainant is 45 years old and was registered with an employment agency. The agency referred him to an employer who had asked for people with sales experience.

The complainant said he had worked in sales for many years. However, he said that when he applied for the position he was advised by the agency that the employer had decided that he was unsuitable, but would not give reasons. He said that when he contacted the employer directly, the employer advised him that he wanted younger sales people working in his store.

After the man made a complaint of age discrimination, the employer said that there were no actual vacancies at that time. The complaint was resolved when the complainant accepted a payment of \$1,000.

# The Anti-Discrimination Board of NSW

## What types of discrimination do we deal with?

The NSW Anti-Discrimination Board can only deal with discrimination complaints that are covered by the NSW Anti-Discrimination Act. This means that we can only deal with a discrimination complaint if:

- it is based on any of the grounds listed below *and* happens in one of the areas of public life listed below; or
- it is racial, homosexual, transgender or HIV/AIDS vilification, that is, a public act of incitement to hatred, serious contempt or severe ridicule.

The laws do not allow us to deal with discrimination complaints based on other grounds (eg religion, political conviction), or based on events in your private life.

*The Sydney office of the Anti-Discrimination Board of NSW has moved. Please see our new Sydney address below.*

## Grounds

- Sex (including sexual harassment and pregnancy)
- Race (including colour, nationality, descent, and ethno-religious or national origin)
- Marital status
- Homosexuality (male or female, actual or presumed)
- Disability (past, present, future, actual or presumed)
- Age
- Transgender (transsexuality)
- Carers' responsibilities (in employment only)

## Areas

- Employment
- Education
- Obtaining goods and services (eg credit, access to public places, entertainment, government or professional services)
- Accommodation
- Registered clubs

## Where we are

### Sydney

Level 4, 175-183 Castlereagh Street, Sydney NSW 2000  
PO Box A2122, Sydney South NSW 1235  
ph (02) 9268 5555, fax (02) 9268 5500, TTY (02) 9268 5522  
Enquiries/Employers Advisory Service (02) 9268 5544

### Wollongong

84 Crown St, Wollongong NSW 2500  
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### Newcastle

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