

Discrimination, Harassment and Bullying Policy – Australian Businesses



1. Policy Statement

IPH Limited (ACN 169 015 838) (**IPH**) is committed to providing a safe, diverse, inclusive and respectful workplace.

As part of this commitment, we require all Workplace Participants to behave appropriately and respectfully in Workplaces across the IPH corporate group (**IPH Group**) and we will not tolerate inappropriate workplace behaviour, including from third parties. All Workplace Participants must comply with this policy (**Policy**) and treat each other with respect and courtesy in all Workplaces.

Importantly, inappropriate workplace behaviour includes sexual harassment, described in more detail below. Each of our Australian Businesses has a positive duty to prevent the risk of harm to Workforce Participants from workplace sexual harassment and the processes and procedures set out in this Policy assist us in meeting this duty.

2. Definitions

In this policy:

Australian Business refers to the following IPH Group businesses as at the date of most recent update of this Policy: Applied Marks, Griffith Hack, IPH Limited, IPH Services Pty Ltd, Pizzey's and Spruson & Ferguson Australia.

Inappropriate workplace behaviour means unlawful discrimination, harassment (including sexual and sex-based harassment), vilification, related victimisation and adverse action and conduct creating an unlawful hostile working environment in the Workplace, including under the *Sex Discrimination Act 1984* (Cth) (**Act**) and in similar terms under other anti-discrimination legislation in Australia. It also includes bullying and harassment not covered by anti-discrimination laws and any inappropriate workplace behaviour which in our opinion creates or may create a risk to the health and safety of any person in the Workplace.

Workplace means where each Australian Business' work takes place, work-related locations (e.g., client sites, worksites, public spaces, remote sites) and places where Workplace Participants do things related to work, including outside normal working hours (e.g., conferences, social events, business trips and work parties). The workplace is physical and virtual. It includes work-related interactions using technology and social media even if Workplace Participants are not using our resources and are using personal accounts. Work-related interactions may occur via:

- email (work or personal)
- telephone (landlines or mobiles (including calls and SMS))
- social media (such as Snapchat, Facebook, X, Instagram, TikTok or LinkedIn)
- video communication platforms (such as MS Teams or Zoom)
- collaboration tools (such as MS Teams or Slack)
- messaging applications (such as WhatsApp, WeChat, Signal, Telegram or Messenger).

Workplace Participant means people who work for an Australian Business in any paid or unpaid capacity (including as a consultant, contractor or volunteer), as a job applicant or a workplace visitor (including clients or suppliers).

Protected attribute means the protected attributes or characteristics prescribed by relevant legislation, including those in **Appendix 2**.

Scope

This Policy applies to all Workplace Participants in the Workplaces of our Australian Businesses. It sets out what they must do to support our commitment to safe, diverse, respectful and inclusive Workplaces, which are free of inappropriate workplace behaviours, as far as possible.



4. Relevant Legislation

Under the *Sex Discrimination Act 1984 (Cth)*, each Australian Business must take reasonable and proportionate steps to eliminate unlawful sex discrimination, sexual harassment, sex-based harassment, conduct which creates a hostile workplace environment on the ground of sex and related victimisation in their Workplaces, as far as possible. Australian Businesses also have obligations under other anti-discrimination legislation that applies to other types of inappropriate workplace behaviour. Workplace Participants may have personal liability for their inappropriate workplace behaviour if it is unlawful under anti-discrimination or work health and safety legislation.

As each Australian Business is classified as a 'person conducting a business or undertaking' (**PCBU**), we also minimise or eliminate risks of inappropriate workplace behaviours and other psychosocial hazards, so far as is reasonably practicable, to ensure we provide a safe and healthy workplace as required under work health and safety legislation. Workplace Participants also have obligations under work health and safety laws and may be liable if they fail to take steps to ensure their own health and safety and that of others in their Workplace.

Other laws may regulate inappropriate workplace behaviour, including but not limited to, the *Fair Work Act 2009 (Cth)*, the *Workplace Gender Equality Act 2012 (Cth)* and criminal legislation. These other laws impose additional obligations on Australian Businesses and Workplace Participants.

For more information about relevant legislation, see **Appendix 1** and other legislation which may apply from time to time.

5. Inappropriate workplace behaviours

5.1 Unlawful discrimination, harassment and workplace bullying

Unlawful discrimination is when a person is treated less favourably compared to another person based on a characteristic which is a protected characteristic (see, for example, **Appendix 2**).

It is *direct* unlawful discrimination if the reason for the unequal treatment is based on a protected characteristic or is because the person is part of group.

For example, not promoting a person because they are considered too old or are of Asian background. Or, paying men more than women who are doing the same work.

It is *indirect* unlawful discrimination if there is a requirement or rule applied to everyone which has an **unequal effect** on a person with a particular characteristic **and** the requirement or rule is unreasonable in all the circumstances.

For example, a strict ban on taking leave during school holiday periods is likely to disproportionately affect employees with family responsibilities. If that requirement is not reasonable in the circumstances, it may be indirect discrimination.

Unlawful harassment is a type of discrimination. It is any uninvited, unwanted verbal or physical conduct which a reasonable person, having regard to all the circumstances, could regard as being offensive, humiliating or intimidating (whether that effect was intended by the harasser), and which is based on a protected attribute. What is important is what a reasonable person would think of the situation; not what the person intended by the conduct.

Harassment can be a single or repeated act of offensive behaviour. A person being harassed is not required to tell their alleged harasser that the behaviour is unwelcome before making a complaint under this Policy.

For example, slurs, negative stereotyping, jokes, threatening, intimidating or hostile acts that show hostility towards an individual or group, written or graphic material that denigrates or shows hostility towards an individual or group or making derogatory comments about a person via social media.



Unlawful workplace bullying is unreasonable behaviour directed towards a worker or group of workers which creates a risk to a workers' (or other person) mental or physical health and safety in the workplace. It is behaviour that a reasonable person, having regard for the circumstances, would see as unreasonable, including behaviour that is victimising, humiliating, intimidating or threatening. Workplace bullying is repeated behaviour, but one-off incidents should not be ignored as they might create risks to health and safety or contravene other laws.

For example, yelling, insulting or offensive language, unjustified criticism, exclusion, not giving information needed for a task, impossible task setting or meaningless tasks, unreasonable timelines, threats about job security, rumour spreading, excessive scrutiny or physical abuse.

Workplace bullying is not:

- advice or counselling on the work performance or work-related behaviour, which might include critical comments indicating performance deficiencies which is intended to improve work performance or the standard of a person's behaviour; or
- conflict at work where there is an occasional difference of opinion and which are part of a normal working life but can be upsetting. However, if left unresolved, this might develop into a bullying incident.

Workplace bullying may be unlawful harassment if it is because of a protected characteristic and, if so, can be a one-off incident.

5.2 What is unlawful sex-based and sexual harassment?

Unlawful sexual harassment is unwelcome sexual behaviour by which a reasonable person would anticipate that the aggrieved person would be offended, humiliated or intimidated in all the circumstances.

For example:

- *unwelcome and/or threatening sexual conduct using mobile, online and other digital technologies in a workplace context. It can include a wide range of behaviours within and beyond the physical location of the workplace, and during or after business (working) hours;*
- *sexual remarks or jokes (including in reference to sexual orientation or gender identity);*
- *implied or actual threats to work progression if sexual advances are rejected;*
- *unwelcome light touching, hugging, patting, kissing or pinching by a manager, colleague or customer;*
- *persistent requests for a sexual or personal relationship*
- *being followed home and other monitoring or stalking behaviours;*
- *offensive sexual images, including the non-consensual taking, sharing or threatening to share nude or sexual images;*
- *sexual objectification where a person is represented as an object to be owned or consumed (e.g., where a women's body or body parts are used to sell products or they are told to dress in a certain way to please a client);*
- *unwelcome comments about looks, dress or hairstyles;*
- *intrusive questions about someone's sex life;*
- *threats of physical violence, including actual or attempted sexual assault or rape.*

Unlawful sex-based harassment is unwelcome behaviour that is demeaning in nature, because of a person's sex, or a characteristic that is generally associated with people of that sex. As with sexual harassment, sex-based harassment is where a reasonable person would anticipate the aggrieved person may be offended,



humiliated or intimidated. However, unlike sexual harassment, there is no need for unwelcome sexual conduct such as an unwelcome sexual advance or request for sexual favours.

For example:

- *sex-based remarks or jokes (including about sexual orientation, gender identity or intersex status);*
- *asking intrusive questions based on a person's sex (for example, inappropriate questions about menstruation or genitalia);*
- *displaying images or materials that show prejudice or discrimination based on sex, misogynistic (strongly prejudiced against women) or misandrist (strongly prejudiced against men);*
- *making sexist, misogynistic or misandrist remarks about a specific person;*
- *requesting a person engage in degrading conduct based on their sex.*

Sexual and sex-based harassment may be a one-off event or a pattern of behaviour. Some behaviours may be criminal offences.

Whether conduct is unwelcome is from the perspective of the aggrieved person. Behaviour may be unwelcome even if the aggrieved person does not tell the workplace participant to stop.

Sexual and sex-based harassment is context driven. This means sometimes it may not be obvious behaviour is unwelcome, especially for a Workplace Participant who is more senior or has the power to make things difficult for the aggrieved person (e.g., a large client) or where the Workplace Participant may be more vulnerable because of their particular circumstances or personal characteristics. Behaviour is unwelcome even the Workplace Participant 'means well', thought the person was okay with it, thought it was funny, thought the person would be flattered or wanted to pursue a sexual or other personal relationship with that person. Other factors may make it more likely that behaviour will be unwelcome, including a historical personal relationship, the place it happens, and personal characteristics of the aggrieved person including their age, gender identity, sexual orientation, Indigeneity, cultural and linguistic diversity, and disability status.

5.3 What is an unlawful hostile workplace and harassment on the ground of sex

A **hostile workplace environment on the ground of sex** may happen where general workplace conduct results in people of one sex feeling unwelcome, uncomfortable or excluded, even if the person is not specifically targeted.

It is behaviour a reasonable person would anticipate in all the circumstances as possibly resulting in a **workplace environment** that is offensive, intimidating or humiliating to a person because of their sex, or characteristics associated with their sex.

For example: displaying obscene or pornographic materials such as posters, general sexual or sex-based banter or innuendo, showing sexualised images, having uniform requirements which are more revealing for females, requiring a person of one sex behave in a different way for clients, refusing to provide changing facilities for one sex, excluding one sex from discussions, making sexist or misogynistic remarks and offensive jokes about a person's sex.

5.4 Unlawful vilification

Vilification refers to the unlawful act of publicly inciting or intending to incite hatred towards, serious contempt for, or severe ridicule of a person or a group of persons. Vilification has no justification as "free speech".

Where the content ridicules, incites hatred or contempt of a person's race, religion, sexuality, transgender status or HIV/AIDS status, vilification may be unlawful. In some jurisdictions, vilification may be unlawful if it relates to other protected attributes.

For example: statements or speeches in a public forum such as gossiping and/or spreading of rumours, statements or remarks published in a newspaper, journal, radio, television or other widely accessed



electronic media including social media and internet websites, displaying slogans on badges or clothing in public, or stickers, posters, banners, graffiti or other displays in a public space.

6. Victimisation

Victimisation occurs when a person threatens or takes other inappropriate action toward another person because they have lodged a discrimination, vilification, harassment or bullying complaint or who has provided a statement or information with respect to a complaint, including concerns raised under this Policy.

Victimisation is both a civil and criminal offence.

We do not tolerate victimisation of Workplace Participants who raise concerns about inappropriate workplace behaviours or inappropriate or disrespectful behaviour in our Workplaces.

For example: if a person discovers another person has made a sexual harassment complaint which involves them and because of this does not offer a promotion or appointment to a permanent position because they think the aggrieved person is a 'snitch' or not a 'team player' – this would be victimisation.

7. Responsibilities

Responsibilities of all Workplace Participants under this Policy

All Workplace Participants have a role in preventing and responding to inappropriate workplace behaviours and must behave respectfully and appropriately in our Workplaces.

Workplace Participants must not be involved in or engage in any conduct which is inappropriate workplace behaviour.

Workplace Participants must take reasonable steps to eliminate or mitigate risks to the psychological or physical health and safety of others in our Workplaces. Workplace Participants must also take reasonable care that their behaviour does not adversely affect the health and safety of others and complies with relevant policies and procedures.

If a Workplace Participant experiences or sees something they think may be inappropriate workplace behaviour, they must be a responsible bystander and speak up and report their concerns under this Policy. If they feel safe and confident, we encourage Workplace Participants to call out inappropriate workplace behaviours of others as being not acceptable when they occur.

Workplace Participants may need to assist in an inquiry or investigation of a concern raised under this Policy and we may require that participation to be on a confidential basis. We expect Workplace Participants to comply with all confidentiality obligations.

When reporting a concern under this Policy as an aggrieved person, witness or other involved person, Workplace Participants must not knowingly give us false information or make allegations that are vexatious or are for malicious reasons or have no basis.

Workplace Participants must not victimise, harass, vilify or take any unlawful reprisal action against a person who raises a concern under this Policy or who participates in any inquiries or investigations relating to concerns, whether conducted by an Australian Business or an external party.

7.2 Additional responsibilities of managers

Some roles in our Australian Businesses have additional responsibilities to prevent and respond to inappropriate workplace behaviour in our Workplaces, including managers and leaders.

Management and people in supervisory or leadership positions must also:



- promote and develop a work environment that is safe and free from inappropriate workplace behaviour;
- model lawful and appropriate workplace behaviour;
- ensure that decisions and processes applied to recruitment, promotion or re-deployment reflect our commitment to a safe, diverse, inclusive and respectful workplace which is free of inappropriate workplace behaviour, as far as possible;
- when using labour hire or temporary staff, request agencies apply non-discriminatory screening and interviewing processes;
- ensure that all employees and other Workplace Participants reporting to them are aware of this Policy and our expectations that they behave respectfully and appropriately in our Workplaces;
- know our procedures for the resolution of concerns;
- treat all concerns seriously and use appropriate procedures for investigating concerns as set out under this Policy and as required;
- refer concerns to another appropriate person if there is a conflict of interest;
- monitor the work environment and take immediate action to deal with behaviour in breach of this Policy;
- ensure victimisation does not occur;
- take suitable disciplinary action against any person found to have victimised, vilified, harassed, bullied or discriminated against another Workplace Participant or otherwise behaved inappropriately in a Workplace;
- actively engage in the risk management process, including by considering relevant workplace and industry data and other information or incidents to manage risks of inappropriate workplace behaviour.

7.3 Personal relationships in Workplaces

If a Workplace Participant has a personal relationship with another Workplace Participant, they must not behave in a sexualised way at work because this may offend, humiliate or intimidate other Workplace Participants.

Personal relationships may sometimes give rise to conflicts of interest. If so, the Workplace Participant must disclose the relationship to us so we can address any actual or potential conflicts.

If a personal relationship ends, previously welcome behaviours may no longer be acceptable and if continued may be inappropriate workplace behaviour under this Policy.

7.4 Consequences for non-compliance

If a Workplace Participant fails to comply with this Policy, we may take disciplinary action, including termination of engagement or employment or other action we think is appropriate - including any remedial action to prevent the behaviour in the future.

A breach of this Policy may also result in legal proceedings under anti-discrimination laws, criminal laws and other relevant legislation which may affect a Workplace Participant and us, if we have liability.

A Workplace Participant may be personally liable for inappropriate workplace behaviour. Depending on the circumstances, inappropriate workplace behaviour may be criminal conduct.

A Workplace Participant may be personally liable as a bystander or in breach of this Policy, including if they request, instruct, induce, encourage, authorise (including by failing to act, if they have supervisory responsibilities) or assist someone else's inappropriate workplace behaviours.

Alcohol consumption does not excuse inappropriate workplace behaviour.



8. Managing the risk of inappropriate workplace behaviours

We understand inappropriate workplace behaviours are psychosocial hazards which may create risks to Workplace Participants' psychological and physical health and safety and that of others in our Workplaces.

In our capacity as a PCBU, we identify specific psychosocial hazards in each Workplace (including inappropriate workplace behaviours), assess the risk to health and safety of workers and others, implement measures such as this Policy to eliminate or control the risks of harm and review whether those measures are working as planned (and if not, modify or supplement the measures). This is an ongoing risk management process and at each stage we consult with our Workforce Participants as required by law.

For more information on our risk management process, see the IPH Limited Risk Management Policy (available at <https://www.iphltd.com.au/investor-information/>).

9. Procedure for handling complaints

9.1 Raising a concern

We operate a “no wrong door” approach to raising concerns about matters under this Policy. This means Workplace Participants may choose how they wish to raise concerns.

If a Workplace Participant feels comfortable, they could tell the person about their concerns or be an active bystander in the moment by redirecting conversation or addressing the behaviour if they feel safe and comfortable in doing so.

We operate a variety of reporting mechanisms for anyone, to raise a concern. Workplace Participants do not need to be the person who has experienced the relevant conduct to raise the concern. For example, a witness or person who has information about a suspected breach of this Policy may raise the concern.

Workplace participants may report concerns in a number of ways based on the type of complaint or individuals involved. Options include:

- speaking with their People Leader;
- speaking with their local Human Resources team; or
- reporting the issue to the Managing Director or Managing Principal of the Australian Business or the IPH General Manager, Legal (Risk & Compliance).

We will involve the Workplace Participant in decisions about how we will manage their concern, as far as possible. We will listen to their preferences, including whether they just want the behaviour to stop or are seeking an apology.

We may need to manage a Workplace Participant's concerns differently as we also have a duty of care to ensure our Workplaces are safe. For example, in some circumstances we may need to formally investigate the concern or refer the matter to the police, especially if it is serious, involves conduct which may be criminal in nature, involves a person with seniority or it demonstrates there is a wider issue which creates a risk to the psychological and physical safety of others in our Workplaces.

If we decide an inquiry or investigation is necessary, it may be informal or formal. If it is a formal investigation, we may use an internal or external investigator. If a Workplace Participant raises a concern, they will be involved in the investigation and the person they are concerned about will have an opportunity to respond. Witnesses may need to provide us with information about their involvement in the concern raised. We will make an assessment about next steps to address the investigated outcome and will have regard to the aggrieved Workplace Participant's wishes.

To prevent risks of victimisation, concerns raised will generally be treated confidentially by us on a need-to-know basis. However, we may be required by law to disclose information about a Workplace Participant's concern or matters covered by this Policy. When a Workplace Participant reports a concern under this Policy,



they agree we will approach it in this way. If victimisation arises, IPH will take all necessary actions as required by law.

While we hope Workplace Participants will speak with us about their concerns, a Workplace Participant may instead decide to seek external help, including by contacting the AHRC, a State or Territory Equal Opportunity Commission or a Work Health Safety regulator. Contact details for relevant external bodies are provided in **Appendix 3**.

A Workplace Participant's concern and evaluation of our processes

To meet our legal obligations to provide a healthy and safe workplace and eliminate inappropriate workplace behaviours, we may use de-identified information about concerns raised under this Policy for the purposes of internal reporting to our senior management team and evaluating of our risk management processes.

9.2 Our external reporting obligations

We may be required by law to report certain information to third parties regarding concerns raised or matters covered by this Policy.

If the concern involves criminal conduct, we can contact the police on a Workplace Participant's behalf or arrange for someone to go with the Workplace Participant if they would like to make a report. We may also be required to notify the police under relevant law in certain circumstances, for example, concerns involving criminal conduct against persons under the age of 18 years. We will discuss this with the aggrieved Workplace Participant should this arise.

We may be required to notify work, health and safety regulators and/or agencies such as the Workplace Gender Equality Agency regarding matters covered by this Policy. These obligations may require us to disclose de-identified information about a Workplace Participant's concern.

Support

We understand raising concerns may be difficult and upsetting. It may also be difficult for anyone who needs to respond to a concern or who witnesses or hears about inappropriate workplace behaviours. We will listen to an aggrieved Workplace Participant's concerns without judgment and preconceived ideas and will endeavour to keep those concerns confidential, as far as possible.

We will endeavour to support everyone impacted by action taken under this Policy, including the aggrieved Workplace Participant, witnesses and other involved persons, the Workplace Participant who has allegedly behaved unlawfully (or in breach of this Policy) and their families. All Workplace Participants involved in a concern will have access to our employee assistance program (**EAP**). Further information about the EAP is available on [The Dome](#).

Where can Workplace Participants find other information?

[Australian Human Rights Commission](#)

[Fair Work Ombudsman](#)

[Safe Work Australia](#) and the regulator in the relevant State or Territory (which can be found on the Safe Work Australia website).

[Workplace Gender Equality Agency](#)

10. Changes to this Policy

While IPH endeavours to ensure that any material changes to this Policy will be communicated at the earliest possible opportunity, having regard to the relevant circumstances and IPH's consultation obligations under applicable work health and safety laws, IPH may amend, replace or withdraw this Policy at any time.



All Workplace Participants are required to ensure they are aware of, and abide by, this Policy at all times in connection with their work at an Australian Business. However, this Policy does not form part of any contract of employment or engagement between an Australian Business and a Workplace Participant and is not, and is not intended to be, contractual in nature.

11. Associated Policies and Guidelines

- Workplace Health, Safety and Wellbeing Policy – Australian Businesses
- IPH Group Online Wellbeing, Health and Safety Management System

Date Policy Reviewed	Name of Reviewer
2 July, 2025	Fiona Darlington - Policy approved

Appendix 1: Relevant Legislation

Workplace Participants are subject to legislation applying to discrimination, harassment, victimisation, vilification and bullying in the workplace. Workplace bullying is covered by work health & safety legislation.

Commonwealth legislation

Fair Work Act 2009

Racial Discrimination Act 1975

Sex Discrimination Act 1984

Disability Discrimination Act 1992

Age Discrimination Act 2004

Australian Human Rights Commission Act 1986

Workplace Gender Equality Act 2012

State & territory anti-discrimination legislation

Anti-Discrimination Act 1977 (NSW)

Equal Opportunity Act 2010 (Vic)

Racial and Religious Tolerance Act 2001 (Vic)

Anti-Discrimination Act 1991 (Qld)

Equal Opportunity Act 1984 (SA)

Racial Vilification Act 1996 (SA)

Equal Opportunity Act 1984 (WA)

Spent Convictions Act 1988 Pt3 Div 3 (WA)

Criminal Code Act 1913 (WA) - Chapter XI - Racist Harassment and Incitement to Racial Hatred

Anti-Discrimination Act 1998 (Tas)



Discrimination Act 1991 (ACT)

Anti-Discrimination Act 1996 (NT)

Work health & safety legislation

Work Health and Safety Act 2011 (Cth)

Work Health and Safety Act 2011 (NSW)

Work Health and Safety Act 2011 (Qld)

Work Health and Safety Act 2012 (SA)

Work Health and Safety Act 2012 (Tas)

Work Health and Safety Act 2011 (ACT)

Work Health and Safety (National Uniform Legislation) Act 2011 (NT)

Occupational Health and Safety Act 2004 (Vic)

Work Health and Safety Act 2020 (WA)

Appendix 2: Grounds of Discrimination and Harassment

Discrimination grounds	FED	VIC	NSW	QLD	SA	WA	TAS	ACT	NT
Accommodation Status								✓	✓
Age	✓	✓	✓	✓	✓	✓	✓	✓	✓
Breastfeeding	✓	✓	✓	✓	✓	✓	✓	✓	✓
Disability/impairment (including physical, intellectual or psychiatric)	✓	✓	✓	✓	✓	✓	✓	✓	✓
Engagement (or past engagement) in sex work									✓
Employment status								✓	✓
Family/caring/parental responsibilities	✓	✓	✓	✓	✓	✓	✓	✓	✓
Family or domestic violence					✓			✓	✓
Gender identity/gender history/transgender	✓	✓	✓	✓	✓	✓	✓	✓	✓
Genetic predisposition to disability	✓	✓	✓					✓	
HIV/Hepatitis status									✓
Identity of spouse or domestic partner					✓				
Intersex status/sexual characteristics	✓	✓	✓		✓		✓	✓	✓
Immigration status								✓	
Industrial/employment activity	✓	✓		✓			✓	✓	✓
Irrelevant or spent criminal record	✓					✓	✓	✓	✓
Irrelevant medical record	✓						✓		✓
Language (including signed language)									✓
Lawful sexual activity		✓		✓			✓		
Marital status/relationship status/domestic partnership status	✓	✓	✓	✓	✓	✓	✓	✓	✓
Physical features		✓						✓	



Political opinion, belief, affiliation or activity	✓	✓	✓	✓		✓	✓	✓	✓
Potential pregnancy	✓		✓		✓		✓	✓	✓
Pregnancy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Profession, trade, occupation or calling		✓						✓	
Publication of details under fines/infringements legislation						✓			✓
Race or nationality	✓	✓	✓	✓	✓	✓	✓	✓	✓
Religion	✓	✓		✓		✓	✓	✓	✓
Sex	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sexual orientation/sexuality	✓	✓	✓	✓	✓	✓	✓	✓	✓

Appendix 3: Contact Details for External Agencies

Equal opportunity and discrimination agencies

The following agencies provide information and promote awareness of discrimination and equal opportunity issues. Complaints can be made to these agencies on issues of discrimination, harassment, victimisation and vilification.

Commonwealth

Australian Human Rights Commission <http://www.humanrights.gov.au>

New South Wales

Anti-Discrimination Board of NSW <http://lawlink.nsw.gov.au/adb>

Victoria

Victorian Equal Opportunity and Human Rights Commission www.humanrightscommission.vic.gov.au

Queensland

Anti-Discrimination Commission Queensland www.adcq.qld.gov.au

South Australia

Equal Opportunity Commission www.eoc.sa.gov.au

Western Australia

Equal Opportunity Commission www.eoc.wa.gov.au

Tasmania

Office of the Anti-Discrimination Commissioner www.antidiscrimination.tas.gov.au

Australian Capital Territory

ACT Human Rights Commission www.hrc.act.gov.au



Northern Territory

Northern Territory Anti-Discrimination Commission www.nt.gov.au/justice/adc

Fair Work Ombudsman

The Fair Work Ombudsman has the power to investigate complaints by employees about breaches of the general protections provisions which include workplace discrimination and adverse action for exercising a workplace right such as making a complaint of discrimination, harassment or bullying.

www.fairwork.org.au

Fair Work Commission

A worker who reasonably believes that he or she has been bullied or sexually harassed at work can apply to the Commission for an order to stop the bullying or sexual harassment. The Commission must start to deal with the application within 14 days.

www.fwc.gov.au

