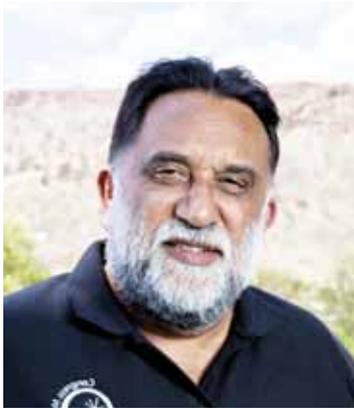




Balancing the Act

Issue 33 Winter 2013

Mabo Oration 2013



Les Malezer

The Anti-Discrimination Commission Queensland is pleased to announce that Les Malezer, co-chair of the National Congress of Australia's First Peoples will deliver the 2013 Mabo Oration.

The Commission has hosted the Mabo Oration in partnership with the Mabo family and the Queensland Performing Arts Centre (QPAC) every two years since

2005. The Oration celebrates the High Court of Australia's landmark Mabo decision which overturned the proposition of terra nullius, and paved the way for land rights for Australia's Indigenous peoples.

The event honours Eddie Koiki Mabo, celebrating his contribution to native title, Indigenous human rights, and associated legal and political changes in Australia.

The Mabo Oration aims to:

- inform and stimulate public thinking and discussion about the status of Aboriginal and Torres Strait Islander communities in Queensland;
- promote Indigenous social, economic, civil and human rights in Queensland and Australia;
- raise public awareness of ongoing and future human rights concerns for first nation peoples.

This year's oration focuses on Aboriginal sovereignty. Mr Malezer will explore the idea of redefining native title as the inalienable right to hold and develop land, territory and resources.

Mr Malezer is from the Butchulla/Gubbi Gubbi peoples of South-East Queensland and has extensive experience in campaigning for Aboriginal and Torres Strait Islander rights.

He has represented community interests at local, state, national and international levels.

In 2008 Mr Malezer was awarded the Australian Human Rights Award in recognition of his contribution to coordinating Indigenous peoples' advocacy for the adoption of the Declaration on the Rights of Indigenous Peoples by the United Nations General Assembly.

Commentator – Father Frank Brennan

Providing commentary on the Mabo Oration will be Frank Brennan SJ, AO - a Jesuit priest, human rights lawyer, author and academic. Father Brennan was appointed an officer of the Order of Australia in recognition of his service to Aboriginal Australians, particularly as an advocate in the areas of law, social justice and reconciliation.

Entertainment – Thelma Plum

The Oration will be complimented by opening and closing performances from up-and-coming Brisbane singer-songwriter, Thelma Plum.

Eighteen-year-old Thelma won the Triple J Unearthed competition and the award for emerging talent at the Deadly Awards in 2012.

The 2013 Mabo Oration will be held at the QPAC Playhouse on Sunday 21 July, from 5pm. Tickets can be purchased through QPAC at www.qpac.com.au .



Brisbane singer-songwriter, Thelma Plum

Commissioner's Foreword



Anti-Discrimination Commissioner,
Kevin Cocks AM

What role do the media play in informing the public?

Is your television, or print media news fair and balanced?

If it is written by human beings, it probably contains some bias. It is important to realise that everyone's decision-making frameworks are significantly influenced by their personal values and

belief systems - often based on commonly held mythologies and stereotypes of society about class, culture, race, gender, sexuality and disability.

The concept of free speech is one that most Australians would support. However, agreeing to the scope of free speech is another matter. The Universal Declaration of Human Rights, states:

"Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers."

In Australia, freedom of speech is not legislated and therefore not enforceable by any Australian court. We are free, within the bounds of the law, to say or write what we think privately or publicly, about the government, or any topic, whether the topic is unpopular or popular, including opinions that may shock or offend people.

But, we also have laws to protect people from discrimination, protect a person's name and reputation, as well as laws against inciting hatred against others based on their race, religion, sexuality or gender identity.

The media should have freedom of speech. However, with that comes an obligation to be ethical and maintain a degree of integrity when communicating with its audience.

The Australian Communications and Media Authority (ACMA) have developed codes of practice for the media.

Essentially, they require the media to report accurately, fairly, and to respect the privacy of people in news and current affairs - not to produce programs that are likely to incite, encourage or present for its own sake, violence or brutality; and not to report news or events in such a way as to mislead or alarm audiences. Unfortunately, some sections of the media do not always meet the standards, particularly concerning reporting on issues relating to race, religious belief and sexuality.

The Commission has received complaints and observed that when stories are produced inaccurately and sensationally create an atmosphere of alarm and fear within the community. This is not in the spirit of building a society that is inclusive and fair.

The Commission is exploring the opportunity to build partnerships with key government agencies, communities and the media to work towards creating an environment that maintains the expected standards of reporting news ethically and responsibly.

New website and social media for ADCQ

As part of an ongoing effort to enhance the quality and availability of information to Queenslanders, the Commission has launched its new-look website and Facebook page.

The new online hub will foster more effective communication and engagement with stakeholders and the broader Queensland public. The website boasts a modern design and has information divided into key areas for easy access. It also has dedicated pages for particular user groups including employers, students and the Aboriginal and Torres Strait Islander community.

New features include online lodgement of complaints and training registrations. Comprehensive information on Queensland anti-discrimination laws is provided, as well as an extended FAQ section and new fact sheets on more complex

issues. Further resources are under development and will be added to the site in coming months.

The ADCQ Facebook page will primarily be utilised to update followers on the work of the Commission, promote human rights events in Queensland and highlight the great work being done by individuals, groups and organisations in building a fair and inclusive Queensland.



Vale Robert Jones (1958-2013)

Robert Jones was a long standing friend of the Queensland Anti-Discrimination Commission, and had an enormous commitment to achieving equitable outcomes for people with a disability within the built and non-built environment. His expertise in access led him to advocate for people with disability in national forums and on government committees at all levels.

In the pivotal Brisbane Convention and Exhibition Centre case against the State government in 1994, Robert gave evidence. The case became a turning point for all Australians towards obtaining equitable access to buildings.

Robert volunteered his time and expertise as a board member in a number of community organisations including the Spinal Injuries Association, Queensland Council of Social Services, ACROD Access committee and chairperson of the Queensland Disability Advisory Committee. He also served on numerous reference groups on behalf of these organisations, providing advice to governments on access design for public buildings and public transport in

Queensland and Australia. Robert also provided advice to the Human Rights and Equal Opportunity Commission and the Anti-Discrimination Commission to help resolve issues between providers and users.

Robert was a significant contributor to the development of the Australian Disability (Access to Premises - buildings)

Standards 2010, which commenced in May 2011. He represented the interests of people with disability throughout the many years of negotiation to deliver a single reference which would provide certainty to developers, designers and users of public buildings in Australia.

On International Day of People with Disability in 2011 Disability Discrimination Commissioner, Graeme Innes, acknowledged the contribution made by Robert Jones. He was one of two disability community representatives who volunteered their time on the Building Access Policy Committee throughout the development of the draft standards. Mr Innes spoke of Robert's 'dedication to making it happen' and the 'many significant improvements from which future generations of Australians will benefit' as a result of his work.

The ADCQ also benefited from Robert's technical expertise when we moved to our current premises at Albert St, Brisbane City. Robert provided assistance to the Commission to ensure the design and fit out of our premises was fully accessible, and complied with the then draft premises standards.

Robert Jones was always exceedingly generous with his time, and his expertise, commitment and friendship will be greatly missed. Many words have been used to describe Robert's contribution – dedication, skill, tenacious advocacy, a fearless spokesman, professionalism, attention to detail, stamina and passion. We cannot underestimate the significant contribution Robert Jones made to making this world a better place.

Focus on the North Queensland team



The ADCQ North Queensland team

The North Queensland office of the Commission is located in Townsville and provides training, education and complaint management services to the broader North Queensland region.

The North Queensland team delivers a high volume of quality training throughout the region, travelling as far west as Mt Isa, and south to Mackay. Public training sessions are presented at the Townsville office, and training is also provided to a diverse client base including mine sites, sugar mills, universities and community organisations.

The team's community engagement work includes information stalls at citizenship ceremonies, work and lifestyle expos and cultural festivals. A recent highlight was the hosting of an anti-racism forum in Townsville. It was a collaborative effort between the ADCQ North Queensland office and community organisations including Townsville Multicultural Support Group and Mental Illness Fellowship NQ. The 70 attendees at the forum listened to a presentation on the impact of racism on individuals' health before sharing their experiences of racism and discussing ways to tackle the issue in North Queensland.

Currently the North Queensland team is engaged in two of the Commission's major state-wide projects - developing specialist resources and support materials for two identified stake holder groups - high school students and small business operators.



The recent anti-racism forum in Townsville

Law on sex workers now clear

A recent decision of the Court of Appeal (Dovedeen Pty Ltd v GK [2013] QCA 116) has clarified the meaning of the term 'lawful sexual activity' in its context as a protected attribute under the Anti-Discrimination Act 1991. The term is defined in the Anti-Discrimination Act to mean 'a person's status as a lawfully employed sex worker, whether or not self-employed'. The attribute is confined to a person being (or having been) a lawful sex worker by occupation, and does not include the performance of sex work.

An amendment to the Anti-Discrimination Act that took effect from 1 November 2012 specifically states that accommodation providers can discriminate where the accommodation is intended to be used in connection with sex work. The effect of the Court of Appeal decision clarifies that this was the law before the amendment.

Record payout for race discrimination

George Barney, a residential care officer who assists people with a disability, has been awarded the highest amount of damages ever for a race discrimination complaint under the *Queensland Anti-Discrimination Act*.

Mr Barney, a descendent of the Butchulla tribe, went on sick leave after he found out that co-worker Ms Petersen had made comments about his race to colleagues and refused to work with him because he is a "black fella".

When Ms Petersen was directed to apologise, she again made reference to Mr Barney's race. The Queensland Civil and Administrative Tribunal (QCAT) found that Ms Petersen's comments 'significantly caused' the complainant's depression and anxiety, as did her failure to apologise appropriately.

After a five-day hearing in late 2012, QCAT found that Ms Petersen had treated Mr Barney 'less favourably' by making racial comments and refusing to work with him. The complaint of race discrimination was upheld, and the respondents ordered to pay the complainant a total of \$76,704.81, comprising \$40,000 for general damages, \$8,416 interest on general damages, \$21,089 past economic loss, \$2,779.56 past superannuation and \$4,423.25 for interest on past economic loss.

Barney v State Of Queensland and Anor [2012] QCAT 695 (1 November 2012).

This decision was affirmed on appeal to the QCAT Appeal Panel.

Schools project

Through the 20th anniversary Fair and Inclusive Queensland round tables held in late 2011, ADCQ received overwhelming feedback that human rights education needed to begin at school.

In response to this feedback the Commission has commenced work on a resource package for high schools to teach young people about their rights and responsibilities when entering the workforce in Queensland.

In consultation with Education Queensland, Catholic Education and Independent Schools Queensland, and with the assistance of two high school trial sites in North Queensland, ADCQ has finalised the first phase of resource development.

Aimed at year 10-12 students, the package currently consists of an information booklet with supporting activities and teacher's notes. There are plans to develop video scenarios and other interactive activities, as well as adapting the content to suit Aboriginal and Torres Strait Islander youth and culturally and linguistically diverse communities.

Discrimination and sexual harassment at work are the basis of the majority of complaints made to ADCQ. These new resources are designed to equip young people to identify and address issues that may arise when they undertake work experience, volunteer roles, traineeships and paid work while they are at school, or after leaving school.

The schools resources will be available on the ADCQ website in July 2013.



Get the facts

A new factsheet, Incapacity and work, is now available via the website (www.adcq.qld.gov.au). The factsheet provides information about the rights and responsibilities of workers and employers when a person's ability to perform the job is affected by physical or mental ill-health.

Incapacity and work is part of a series of factsheets to be published over the coming months. They are designed to provide simple but comprehensive information about more complex human rights issues and topics that are the basis of many enquiries to the Commission.



ADCQ is the reel deal

Recently the ADCQ team extended their skills beyond day-to-day conciliation and training to undertake production of an information video.

The video, a joint initiative of ADCQ and the Queensland Civil and Administrative Tribunal (QCAT), is designed to assist complainants and respondents understand what happens to discrimination complaints that are not resolved at the Commission and are referred to QCAT, and how to prepare for the process.

It follows the story of a young motor mechanic, Sean Thomas, who was discriminated against at work because of his age. After being unable to reach a resolution through conciliation at the Commission, Sean takes his complaint to QCAT for a public hearing and determination. The video intersperses elements of Sean's journey with commentary about what to expect at each stage of the process.

Production crew and cast were sourced entirely from within ADCQ which made the experience all the more interesting and rewarding. Filming wrapped up in May and it is anticipated the final version of the video will be launched later this year. It will be available via the ADCQ and QCAT websites, YouTube and on DVD.



The ADCQ team at work on the set

The roles of ADCQ and QCAT

The ADCQ and QCAT are the two main bodies responsible for resolving discrimination and sexual harassment complaints in Queensland. While there is a link between the agencies, ADCQ and QCAT perform distinctly different functions. The ADCQ resolves complaints informally. The QCAT decides complaints at a public hearing.

The ADCQ is the statutory body responsible for resolving complaints under the Anti-Discrimination Act 1991 in Queensland. Complaints of discrimination and sexual harassment must be made to the ADCQ and only progress to the QCAT where they cannot be resolved at the ADCQ. The QCAT is an independent tribunal which has the power to deal with a wide range of matters, including discrimination matters.

It is not connected to the ADCQ in any way and falls under the justice administration division of the Department of Justice and Attorney-General. Its job is to hear and decide complaints referred to it by the ADCQ.

When the ADCQ receives a complaint, it is assessed to see if it comes within the jurisdiction set out in the Act. If it does not, the ADCQ will try to refer the person complaining to an agency that can better help them. In these circumstances, the person complained about is not asked to respond to the complaint.

For those complaints that are within the ADCQ's jurisdiction, conciliation by the ADCQ provides a great opportunity to resolve complaints informally and quickly without a need for a hearing. The complaint resolution services of the ADCQ are free and private and are open to everyone who has a complaint under the Act.

The ADCQ conciliation process involves a meeting between all parties to the complaint. An experienced conciliator from the ADCQ will organise and manage the conference, assist parties to discuss the issues and reach agreement. The conciliator does not take sides and does not decide whether there has been discrimination or sexual harassment. The conciliator will help all parties to understand their rights and responsibilities under the Act.

If the parties are able to agree on how to settle the complaint, the conciliator will write up a formal agreement for everyone to sign. This agreement is legally binding. Most complaints are resolved through conciliation in the ADCQ.

If the matter is not able to be settled at the ADCQ, then it may be referred to QCAT for determination, if the complainant wishes. Only about 20% of complaints under the Act are referred to QCAT for hearing.

When matters are referred, a referral report including documents provided by the parties to the complaint is sent by the ADCQ to the QCAT. This starts the QCAT processes.

The QCAT process is quite different to the conciliation process through ADCQ. Anti-discrimination matters are managed by a selected Tribunal Member who will consider all information provided by parties to the complaint in order to make a determination. In some instances this takes place through a public hearing.

At the hearing, after considering all evidence presented by the parties, the QCAT member will decide whether the complaint has been proven. If it has, the member may order that the respondent/s must:

- stop doing the action that caused the complaint;
- pay compensation to the complainant;
- do specific things to redress the loss or damage suffered;
- make a public or private apology or retraction;
- implement programs to eliminate unlawful discrimination;
- pay the other party's costs;
- declare an agreement is not legally binding.

In the regions

Staff from the Far North Queensland office recently travelled to the communities of Weipa, Napranum and Mapoon. The three day trip included a presentation to students at Western Cape College, meetings with Napranum and Mapoon Councils and visits to a number of community organisations to provide them with anti-discrimination information and resources.

A little closer to home, the Cairns based staff headed to Yarrabah to conduct Tracking Your Rights training with a number of community based organisations.

Ruth and her team in FNQ are committed to maintaining connections with community, despite the challenges of working in such a vast and geographically challenging region.



ADCQ Far North Qld staff with members of the Napranum Council

The Central Queensland team has also been very busy, having recently notched up their 100th community engagement activity for this financial year.

Recent highlights included a day at the Rockhampton Homeless Connect event and participation in the Walk Together event during Refugee Week.



Central Queensland Regional Manager at Homeless Connect

Many Stories, One Australia

As part of Harmony Week this year, ADCQ teams in Cairns, Townsville and Rockhampton partnered with the Ethnic Communities Council of Queensland (ECCQ), University of Queensland (UQ), Queensland University of Technology (QUT) and Griffith University to deliver the Many Stories, One Australia Media Forums to discuss the need for more diverse voices and stories in the media.

The forums were part of the Ethnic Communities Council of Queensland's Multicultural Media Training Project which was established to assist culturally and linguistically diverse communities to develop skills in promoting correct and positive stories about their communities in the media. Training workshops have been delivered to multicultural organisations and community leaders throughout Queensland. They have included topics such as how to present in radio and television interviews, writing media releases and generating publicity for community activities.

To view a video from the Harmony Week media forums, visit the Anti-Discrimination Commission Queensland Facebook page.

A helping hand for small business

Small business operators can sometimes find themselves on the end of a discrimination complaint for no other reason than being unaware of their rights and responsibilities. ADCQ recognises the challenges faced by small business operators and is taking a proactive approach to equipping small businesses with the tools they need to prevent and manage discrimination in the workplace.

Over the next 12 to 18 months, the Commission will be working with small business operators and industry peak bodies to develop services, information and resources that will best meet the needs of the sector.

While the ADCQ Employer's Toolkit is already available, the content is directed more towards medium to large businesses that are likely to have human resources support and a management structure to implement the recommended policies and procedures. While the law and principles remain the same for small businesses, the direct support they need to understand and meet their obligations will vary.

The overall aim of the project is to reduce risk to businesses. By providing easily accessible information and fit-for-purpose resources, ADCQ can take some of the guess work out of creating diverse, inclusive and equal opportunity workplaces.

Any small business owners and managers, or industry peak body representatives who are interested in being part of the consultation and trial phase of the project should contact ADCQ via: Mackayla.Jeffries@adcq.qld.gov.au

Recognising human rights leadership

ADCQ's vision for a fair and inclusive Queensland cannot be realised without the collective efforts of individuals, groups and communities to promote understanding, acceptance and public discussion of human rights. Through our work at the Commission we are fortunate to come across many fine examples of human rights leadership within the Queensland community.

In recent months, we have had the pleasure of discovering a couple of very inspirational groups doing their part to stamp out racism, discrimination and bullying.

Logan Youth

The Logan Youth Arm of Reconciliation Australia emerged in early 2013 in response to the highly publicised racial conflict that occurred between families in Logan. The group came together through a shared concern about how their community was being portrayed in the media. Their goal was to tell a different story about the Logan community.

The group initially organised Walk4Woodridge, in an effort to demonstrate that the various racial groups in the local area are united. The event was an overwhelming success, with more than 100 local residents marching.

This inspirational group refers to themselves as a 'group of young, passionate, multi-cultural people willing to make a difference in our community of Logan'.

Following the success of the Walk4Woodridge, the group is planning further events to unite the young people of Logan and Woodridge.

To learn more about the group's activities, check out the Logan Youth Arm Facebook page.

Courage to Care

Courage to Care is a community outreach initiative that demonstrates the importance of standing up to bullying and prejudice whenever it occurs, delivered through an educational program supported by a travelling exhibition. Courage to Care currently runs its program in regional New South Wales and Victoria, and is looking to expand to Queensland. In June it ran the program and exhibition for students and teachers from Mt Maria College at Mitchelton.

Courage to Care educates visitors towards an understanding of the roles of victim, perpetrator and bystander by exposing them to survivors of the Holocaust and their rescuers. These living historians share their experiences with visitors, emphasising the story of rescue and support provided by others. Courage to Care is very keen to return to Queensland in the near future for further rollouts of the program.

Do you have a great story of human rights leadership or innovation? Let us know about it via info@adcq.qld.gov.au

Public education calendar

Date	Session	Time	Location
6 Jul	Contact Officer	9-4	Brisbane
31 Jul	Contact Officer Refresher	9-1	Brisbane
14 Aug	Introduction to the Act for Community Organisations	9-11	Townsville
21 Aug	Understanding Discrimination Law for Community Organisations	9-1	Brisbane
2 Sep	Intro to the Act for Community Organisations	10:30-12:30	Rockhampton
3 Sep	Contact Officer	9:30-4:30	Rockhampton
4 Sep	Managing Complaints	9-4	Rockhampton
5 Sep	Introduction to the Act for Managers	9-1	Rockhampton
11 Sep	Understanding Discrimination Law	9-1	Brisbane
12 Sep	Contact Officer Refresher	10-2	Mackay
12 Sep	Introduction to the Act for Community Organisations	3-5	Mackay
13 Sep	Introduction to the Act for Managers	8:30-12:30	Mackay
13 Sep	Introduction to the Act for Community Organisations	1:30-3:30	Mackay
19 Sep	Contact Officer	9-4	Brisbane
8 Oct	Contact Officer Refresher	9-1	Brisbane
15 Oct	Contact Officer	9-4	Townsville
15 Oct	Recruitment & Selection	10-2	Gladstone
15 Oct	Contact Officer Refresher	10-2	Gladstone
16 Oct	Introduction to the Act for Managers	9-1	Townsville
16 Oct	Introduction to the Act	2-4	Townsville
17 Oct	Contact Officer Refresher	9-1	Townsville
17 Oct	Introduction to the Act for Managers	10-2	Gladstone
18 Oct	Understanding Discrimination Law for Community Organisations	9-1	Brisbane
5 Nov	Introduction to the Act for Community Organisations	9-11	Townsville
5 Nov	Contact Officer	9-4	Bundaberg
6 Nov	Introduction to the Act for Managers	9-1	Bundaberg
6 Nov	Introduction to the Act for Community Organisations	3-5	Bundaberg
8 Nov	Introduction to the Act for Managers	9-1	Brisbane
19 Nov	Contact Officer	9-4	Brisbane

To register for a public training session, visit our website at www.adcq.qld.gov.au or phone 1300 130 670.

Can't make it to a public session? ADCQ's training courses can be customised to meet your particular requirements and can be delivered at your workplace or venue. To learn more, email our education team at training@adcq.qld.gov.au

**DISCRIMINATION
LAW TRAINING
CAN YOU
AFFORD NOT TO?**



Are you a 'rager'?

Be a positive role model and support your kids in sport

A coach calls one of his seven year old players aside and asks, "Do you understand what cooperation is? What a team is?"

The little boy nods 'yes'.

"Do you understand that what matters is that we play as a team and have fun?" The little boy nods 'yes' again.

The coach then says "So I'm sure you know that when a foul is called you shouldn't argue, curse, attack the referee, or call him names?"

Again the little boy nods.

"And when I take you out of the game it's not good sportsmanship to call the coach bad names?"

Again the little boy nods.

"Good" said the coach, "Now go over there and explain all that to your mother and father".

This story could be pretty funny except that it represents a growing problem in sport known as 'sport rage'. Sport should be fun, safe, fair, inclusive and respectful.

Ask yourself a few questions

- Do you applaud when the opposing team scores a goal?
- Do you applaud the good play by both teams?
- Do you support your child in an encouraging way?
- Do you support the decisions of the coach, umpire or the team manager?

OR

- Do you let your frustrations show during your child's sport?
- Do you question the decisions of the umpire/referee publicly?
- Do you belittle your child or any of the other participants during the game?
- Do you make derogatory comments to anyone who is listening, about any aspect of the game?

Which parent are you?

If you answered 'yes' to the first set of questions then you are the sort of parent or guardian that provides positive reinforcement to all the players inclusive of your own. However, if you found yourself admitting to answering 'yes' to the second set of questions then you could be labelled one of the growing breed of 'ugly parents' or 'ragers'.

These behaviours and attitudes occur all too frequently in junior sport. Parents often become 'ugly' or vocal when they are too focused on the result of the match, or a player's performance. This behaviour can often ruin the enjoyment of the sport for all the children involved and affect their participation in sport.

Sport can teach children positive values such as teamwork, cooperation, confidence and winning, as well as how to lose gracefully. Parents and care givers can have a great impact on these values and ultimately on the performances of the child, and his or her enjoyment of the activity.

Be a parent that is a positive role model and remember that for most children's sport is about having fun and being with their friends.

Check out *Play by the Rules* (www.playbytherules.net.au) for a range of resources that can help you and your club to achieve this balanced approach to your child's involvement in sport.

RACISM. IT STOPS WITH ME

In 2011 the Australian Government committed to develop and implement a National Anti-Racism Strategy for Australia. The aim of the strategy is to promote a clear understanding in the Australian community of what racism is, and how it can be prevented and reduced.

An initiative of the National Anti-Racism Strategy is the *Racism. It Stops With Me* campaign which invites all Australians to reflect on what they can do to counter racism wherever it happens.

Individuals can support the campaign by uploading photos to the webpage and sharing the message with friends.

Organisations can become involved by signing up as formal supporters via the campaign website at: www.itstopswithme.humanrights.gov.au.

The *Racism. It Stops With Me* website also contains useful tips for bystanders and information on what else individuals can do to counter racism.

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