

BALANCING THE ACT

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The end of an era Longest serving Commissioner resigns to join new Tribunal

The Anti-Discrimination Commission Queensland's (ADCQ) longest serving Commissioner, Susan Booth, resigned after more than a decade with the organisation to take up a position as a Senior Member with the newly formed Queensland Civil and Administrative Tribunal (QCAT) in November 2009.

Neroli Holmes, previously Deputy Commissioner, stepped into the role of Acting Commissioner and is confident that the solid foundations established during Susan's term will stand the Commission in good stead to continue to protect and promote human rights in Queensland.

Under Susan's leadership, the Commission's complaint process was streamlined and education activities increased. She maintained close contact with the most vulnerable people in our society and their advocates, establishing five advisory groups to help to inform the Commission's direction. The Mabo Oration, held three times during her term, has influenced the discussion of Aboriginal and Torres Strait Islander issues at the national level.

"Working as ADCQ's Commissioner has always been more than just another job; it has been an honour to have administered the *Anti-Discrimination Act 1991* (the Act), and a privilege to work with so many committed individuals and community organisations." Susan said.

Susan joined the Commission as the Legal Officer in 1997 and performed various roles until her appointment to Commissioner in March 2003, a position she occupied for seven years.

Acting Commissioner Neroli Holmes said, "Commission staff are saddened to see the end of an era marked by Susan's departure, but are also very pleased that someone with her experience in anti-discrimination law and practice has joined QCAT from its inception."

The Commission is already building strong relationships with QCAT by providing the new organisation's staff with training on the requirements of the Act.

It's OK to Complain ADCQ Brisbane office co-locates with other complaint agencies



▲ ADCQ's Brisbane office's new home at 53 Albert Street

The ADCQ's Brisbane office relocated to premises in 53 Albert Street in April 2009 with other independent complaint agencies to form a central location for people to explore options for making a complaint. The Commission for Children and Young People and Child Guardian, the Commonwealth Ombudsman, the Health Quality and Complaints Commission and the Queensland Ombudsman are under one roof.

The new premises will save taxpayers money through the sharing of resources, including a shared reception area, meeting rooms and state of the art training facilities on Level 17 of the building.

The agencies launched a shared complaints website and the *It's OK to complain* brochure in October 2009. Information outlining each agency's role is available in 15 languages, to assist people to select the right agency to help them with their complaint enquiry.

For more information, visit: www.complaints.qld.gov.au

Commissioner's foreword



▲ Acting Commissioner Neroli Holmes

This is the 27th edition of *Balancing the Act*, and it reflects some of the major changes the Commission has been through over the past year. These include the relocation of the Brisbane office of the ADCQ from our previous premises at Milton to new offices in the heart of the city, and the departure of Commissioner Susan Booth, who resigned in November 2009 to join the newly formed Queensland Civil and Administrative Tribunal.

A number of other senior staff retired during 2009, and we also lost the legendary Cec Fisher, a passionate and effective human rights campaigner who worked with the Commission for many years until his retirement in 2001.

In the face of these changes, Commission staff have worked incredibly hard over the past twelve months to meet or exceed all targets in complaint management and community relations. They are the driving force behind the many successes we have to share with you in this issue of *Balancing the Act*. I extend my sincere thanks to our dedicated team members throughout the state for their work and achievements during this time.

This year, our focus will be on consolidating and building on these successes and I personally look forward to continuing the vital work of promoting the understanding, acceptance and public discussion of human rights in Queensland.

I would like to wish a very happy, peaceful and safe 2010 to all of our friends, clients and colleagues and thank you for your ongoing support.

A handwritten signature in black ink that reads "Neroli Holmes".

Neroli Holmes
Acting Commissioner ADCQ

2008-09 Annual Report calls for review of Queensland's anti-discrimination legislation

The ADCQ 2008-09 Annual Report calls for a review of the state's human rights law to reflect recent changes to federal human rights legislation, and better protect Queenslanders from unlawful acts of discrimination, sexual harassment and vilification. Acting Commissioner Neroli Holmes says that as the twentieth anniversary of the Act nears in 2011, it is time to review the legislation to bring it into line with contemporary Queensland community life.

"Since this groundbreaking Act was passed in 1991, Queensland has become much more diverse through our huge growth and changes to social norms. The twentieth anniversary of the Act provides the Queensland Government with an opportunity to revisit the legislation and reinstate Queensland as the lead state in human rights protection in Australia." Neroli said.

The review would take into account recent developments in federal human rights protection including the introduction of the *Fair Work Australia Act 2009* and the recommendations of the National Human Rights Consultation.

Annual Report highlights

- ▶ The Commission provided advice and assistance to 4,500 telephone callers.
- ▶ The Commission's complaint managers handled 840 written complaints.
- ▶ The ADCQ achieved record settlement rates of 66 per cent through conciliation, with 89 per cent of people satisfied or very satisfied with the handling of their complaints.
- ▶ The success rate for bringing complaints to resolution has risen from 40 per cent in 2003-04, to 66 per cent in 2008-09.
- ▶ Ninety-four per cent of matters where early intervention was attempted were resolved.
- ▶ Impairment and sexual harassment remained the largest grounds for complaint, at 24 and 15.8 per cent of complaints.
- ▶ ADCQ provided education session to more than 5000 Queenslanders in government, private industry and community sectors, exceeding its target of 325 sessions (339 delivered)
- ▶ 98 percent of participants were satisfied with the training delivery.
- ▶ The third Mabo Oration, delivered by Mr Tom Calma attracted a record crowd and achieved national and international media attention.
- ▶ The ADCQ met with its five advisory committees, to ensure the Commissioner stayed in touch with grass roots concerns.
- ▶ Offices throughout the state participated in numerous community events including Multicultural festivals, NAIDOC Day Celebrations and Pride and Human Rights Day events.
- ▶ The ADCQ contributed to multiple Queensland State Government policies and legislation, including the *Guide Hearing and Assistance Dog Bill 2009* and the *Adoption Bill 2009*.

To view the ADCQ Annual Report 2008-09 visit www.adcq.qld.gov.au.

Anti-discrimination education package assists A&TSI peoples to 'track their rights'

Tracking Your Rights is a social justice community education resource developed by ADCQ's Aboriginal and Torres Strait Islander (A&TSI) Unit which is a user-friendly resource about discrimination, sexual harassment or vilification for A&TSI peoples.

Based on an earlier national version, the package is made up of nine downloadable fact sheets, posters, two brochures and a web page with links to legal and other specialist help agencies. The package is supported by a free training session delivered by ADCQ staff based in Brisbane, Cairns and Townsville.

The fact sheets target racial discrimination and vilification in the areas of education, housing, sport and work and provide specific information for women, young people, and lesbian, gay, transgender, bi-sexual and intersex members of the community.

Liz Bond, Coordinator of the A&TSI Unit, said that people should know their rights in relation to anti-discrimination and encouraged A&TSI peoples to familiarise themselves with the information and come forward if they have a complaint that is covered by the Act.

"This plain English resource aims to provide A&TSI peoples with the knowledge and support to recognise and act on discrimination covered by the Queensland *Anti-Discrimination Act 1991*." Liz said.

The full education package including the free training session has been delivered to a number of organisations throughout Queensland and has been well received by participants. Staff of Kurbingui Youth Development Association in Brisbane thought that the session brought information to the grass roots level and that it made it easy for people to access ADCQ services.

Tracking Your Rights information is available online at www.adcq.qld.gov.au. For more information or to make a booking, contact the A&TSI unit on 1300 130 670 or by emailing info@adcq.qld.gov.au.



▲ Members of the Commission's A&TSI Unit (L-R) Cassandra Ketchup, Sadiar Thomas, Lea Yettica-Paulson and Liz Bond

Focus on the Mabo Oration

Aboriginal and Torres Strait Islander issues received national and international attention when the ADCQ hosted the third biennial Mabo Oration in the Concert Hall of the Queensland Performing Arts Centre (QPAC) in Brisbane on Friday, 5 June 2009.

The ADCQ hosted the biennial event in partnership with the Mabo family and QPAC, to honour Eddie Koiki Mabo and celebrate his contribution to native land title and other A&TSI human rights. The Oration commemorates the High Court's 1992 Mabo decision which changed the course of Australia's history by recognising native title and reversing the doctrine of *terra nullius* (land belonging to no one).

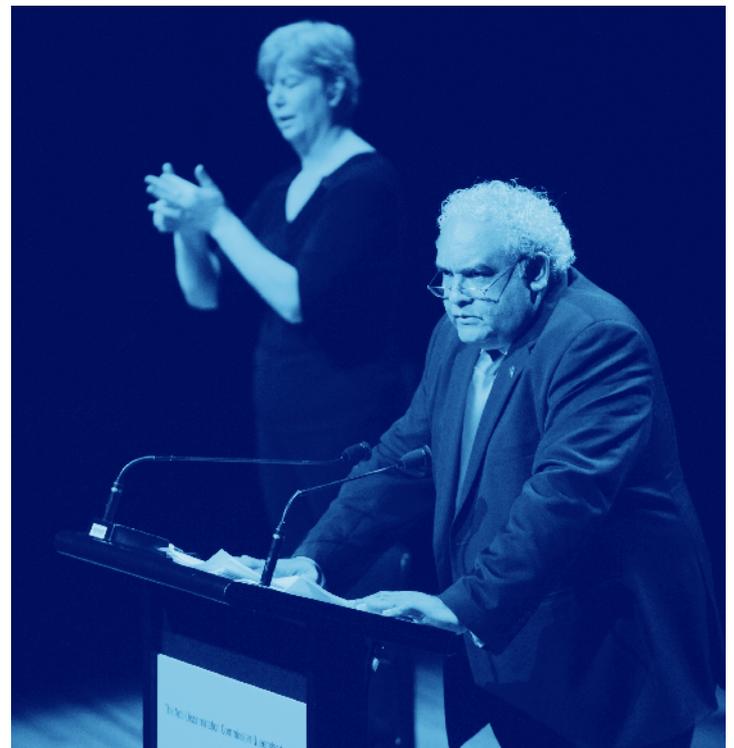
The Oration was delivered by Mr Tom Calma, then Aboriginal and Torres Strait Islander Social Justice Commissioner and Race Discrimination Commissioner with the Australian Human Rights Commission. Mr Calma spoke about his conviction that 'From self respect comes dignity, and from dignity comes hope'. Mr Calma suggested ways for A&TSI peoples to move forward in true partnership with governments to achieve better outcomes for communities. He also expressed hope for a time when A&TSI peoples are fully involved in solving their own issues and described how these communities could be involved in determining their own futures.

Murray Wilcox QC, former Federal Court judge and author of *An Australian Charter of Rights* provided comment on Mr Calma's oration, delivering a passionate speech on why native title processes have stalled in the Federal Court.

The Oration received broad national and international coverage through the web-based discussion forum Fora, supporting the Commission's role in stimulating debate on human rights issues.

Feedback on the Mabo Oration 2009

The Mabo Oration is an important occasion for all Australians and has taken on national significance. The ADCQ and QPAC made it an occasion with the appropriate gravitas deserved by Eddie Koiki Mabo's struggle for recognition of Indigenous title to land.



▲ Mr Tom Calma delivered the Mabo Oration 2009
Background - Auslan interpreter

Conciliated outcomes at the Commission

Impairment in the workplace

Impairment discrimination continues to be the most frequent ground for complaint received by the Commission. Work related complaints are frequently related to the way people are treated at the time of injury or illness, or when returning to work. These examples show that the economic downturn is not an excuse for employers who fail to make reasonable adjustments to help impaired workers return to work.

Impairment in work – dismissal due to medical condition

Example 1:

A dental nurse who worked as a full-time permanent employee with a dental practice for eight years developed a condition that required regular medical appointments. The woman notified her employer and was absent from work on a number of occasions to receive treatment. Afterwards, the woman received a letter from her employer saying that due to the economic downturn, they could only offer her casual employment. She was asked to notify them within seven days of whether she would accept the casual position or resign. The woman wrote to the employer saying that she was too stressed and upset to provide an answer within the timeframe and sought more information on a number of matters before she could

make a decision. On the day she was originally asked to make the decision, the employer terminated her employment, and said that it was due to the uncertainty surrounding her medical condition. The conciliated outcomes included compensation and a statement of regret from the employer.

Example 2:

A man employed by a tyre service organisation that had recently changed hands, had a pre-existing injury that was made known to the new owners. Initially, the new bosses gave him time off without pay so he could recover. After treatment, the man contacted the new owner and advised that he was ready to return to work after two weeks. He was then told that there was no work for him, due to the economic downturn. The complainant initially accepted this but approached the ADCQ after receiving a separation certificate stating that he was terminated due to 'medical reasons'. He also found out that someone else had been employed in his position. The employers were not able to show that his termination was due to the economic downturn and said they were unaware that their reasons for terminating him may have breached Queensland laws. The conciliated outcomes included compensation, an apology and an agreement for one of the owners to attend an ADCQ education session and pass the information on to their staff.

Creating happy, safe, productive workplaces

Most of us have worked in 'good' and 'bad' workplaces but few people take the time to think about what has made them this way. It feels great when the workplace is humming along nicely for owners, managers and staff. People arrive on time and ready for a day's work. Productivity and creativity are high, business is booming and you have happy and returning customers. Creating a safe and happy workplace is shown to have more than just economic benefits, and the opposite is true for the unhappy workplace.

Bosses have watched productivity drop while staff turnover rises, because of unhappiness in the workplace. There are many reasons for this, with some of the more common causes being harassment or discrimination in the workplace. A recent Gallup poll showed that job satisfaction was lowest when employees experienced discrimination and showed a direct relationship between loyalty, retention, and discrimination.

Discrimination comes at more than just an economic cost, with more and more evidence pointing to the hidden costs for businesses including damaged reputation, low staff morale and loss of creativity and innovation. In many workplaces this can lead to difficulty in getting people to work for you and unhappy customers.

There are simple ways for small and large organisations to prevent discrimination and harassment in the workplace and build a safe, productive and happy workplace.

Tips for creating positive, productive workplaces

- ▶ Make sure that your policies are clear, to the point and are included in a real way in induction for staff and reinforced regularly. Policies are not worth the paper they are written on if they aren't remembered and understood.
- ▶ All levels of management need to show support for your policies.
- ▶ Display posters and brochures that promote an inclusive, discrimination free environment.
- ▶ Provide education and training in the workplace.
- ▶ Ensure all employees are aware of your grievance procedures; if you don't have one, develop one.
- ▶ Encourage diversity in the workplace through your recruitment.
- ▶ Avoid complaints resulting from work related social events by making sure all employees are aware of expected respectful behaviour before any event.

Our website has sample policies and other resources for managers or business owners, and details the education sessions on offer at the Commission. We also have a broad range of posters, brochures and other resources that promote anti-discrimination in the workplace. Visit www.adcq.qld.gov.au

ADCQ education

The 2010 education calendar provides learning opportunities for all levels of staff in organisations and community members. Anti-discrimination education can assist with building happy, productive workplaces and may lessen the risk to organisations and individual managers of vicarious liability claims. The training sessions' contents have been reviewed to ensure it is up to date with current state and federal legislation.

Education sessions available through ADCQ

Introduction to the Act - Half day

This session provides participants with an overview of the Queensland *Anti-Discrimination Act 1991* (the Act) and the functions of the ADCQ. It is suitable for people from business, government and community organisations. †

Discrimination Law for Managers - Half day

This session equips senior managers, board members and business leaders to create safe, discrimination free workplaces and minimise the risk to organisations and individuals of vicarious liability claims.

Contact Officer – an Introduction to the Role - Half day

This session provides participants with a sound understanding of the role of Contact Officer and relevant legislation, and develops practical skills needed to be effective in the role. The session is also suitable for managers or supervisors who will be supporting Contact Officers in their workplaces.

The Contact Officer – Advanced - Half day

This session builds on the skills and knowledge gained in the introductory session by using realistic and extended case studies to increase participants' confidence and capability. Contact Officers who have completed the introductory course, human resource practitioners and supervisors of Contact Officers will benefit from this session.

The Contact Officer – Refresher - Half day

This session provides an opportunity for trained Contact Officers to review the elements of the role and the Act, consider common challenges faced by Contact Officers and build on existing skills. Contact Officers who have completed the introductory and advanced Contact Officer education, and human resource practitioners who would like to keep up with recent developments, should attend this session.

Tracking Your Rights – Aboriginal and Torres Strait Islander education - Half day

Tracking Your Rights is a social justice community information resource for the Aboriginal and Torres Strait Islander peoples of Queensland, advocates and organisations that provide services to these communities. The purpose of the education session is to raise awareness among participants of rights and responsibilities under the *Anti-discrimination Act 1991*.

Investigating complaints in the Workplace - Full day

This session examines ways in which participants can undertake effective investigations of complaints of discrimination, sexual harassment and vilification in the workplace. It is suitable for human resource practitioners and managers or supervisors

who will be conducting investigations, or supporting staff who investigate complaints. Note: This course does not accredit participants as investigators.

Fairness – Everyone's Business - delivering education in your organisation - Full day

This course provides participants with the knowledge, techniques and skills to deliver structured anti-discrimination and harassment training and awareness programs in their workplaces. Suitable for human resource practitioners, trainers and staff responsible for raising awareness of discrimination and harassment in the workplace. It is particularly useful for big businesses and those with high throughput of staff.

† Discrimination Law for Community Organisations - Half day

This free session builds capacity in not for profit community organisations, clubs and charities to identify rights and responsibilities under the *Anti-Discrimination Act 1991*. Attendees must be able to show that they are from a not for profit organisation.

Advocate Education - Two days

This course is for people who advocate on behalf of individuals and groups at the Commission. It provides education about the legislation that covers discrimination, vilification and sexual harassment as well as ADCQ processes. It is suitable for advocates, legal advisors, union officials, industry advocates and specialist community. Advocates who give detailed advice to or represent complainants or respondents in the ADCQ or QCAT should attend this course.

ADCQ private education

Except for the Advocate course, all education sessions can be delivered as private sessions for your organisation at your or ADCQ's premises (subject to availability). To obtain a quote for the private education sessions, or for more information, call 1300 130 670 or TTY 1300 130 680.

ADCQ SEQ public education calendar January – June 2010*

| Date | Time | Course | Fee |
|-------------|------------|--|-------|
| 16 February | 10am–12pm | Tracking your Rights (A&TSI training) | Free |
| 25 February | 9am–1pm | Discrimination Law—Introductory | \$150 |
| 4 March | 9am–1pm | Discrimination Law for Community Organisations | Free |
| 18 March | 9am–1pm | The Contact Officer—Introductory | \$150 |
| 23–24 March | 9.30am–5pm | Advocate Education | \$600 |
| 8 April | 9am–1pm | The Contact Officer—Advanced | \$150 |
| 22 April | 9am–1pm | Discrimination Law for Community Organisations | Free |
| 29 April | 9am–1pm | Discrimination Law for Managers | \$150 |
| 6 May | 9am–1pm | Discrimination Law—Introductory | \$150 |
| 13 May | 9am–4pm | Investigating Workplace Complaints | \$300 |
| 27 May | 9am–4pm | Fairness—Everyone's Business | \$300 |
| 3 June | 9am–1pm | The Contact Officer—Introductory | \$150 |
| 17 June | 9am–1pm | The Contact Officer—Advanced | \$150 |

For training dates in regional Queensland, or to download the booking form, go to www.adcq.qld.gov.au

* Prices valid to 30/6/2010. Course times and dates may be subject to change.

Farewell ADTQ, welcome QCAT

On 1 December 2009, the Anti-Discrimination Tribunal Queensland (ADTQ) merged with other tribunals to form the Queensland Civil and Administrative Tribunal (QCAT). The ADTQ previously heard and determined complaints of discrimination, harassment, vilification and victimisation referred to it by the ADCQ. It also granted exemptions from the Act, provided opinions to the Commissioner about the application of the Act, granted interim orders and reviewed the Commissioner's decisions to lapse complaints where the complainant had lost interest.

These functions have now been handed to QCAT. The new tribunal has similar powers to a court and people can represent themselves, or be represented by lawyers or other advocates, with the Tribunal's permission.

The greatest potential change arises from QCAT being a 'no costs' jurisdiction.

For more information on QCAT visit www.qcat.gov.au



▲ Acting Commissioner Neroli Holmes with Queensland Supreme Court Judge, the Honourable Justice Ros Atkinson (the first President of the ADTQ) at the Tribunal's farewell function

Recent Tribunal decisions on the workplace

Bishop v Gedge & Rudd [2008] QADT17

A complaint of discrimination on the basis of family responsibilities was successful after a man resigned his position when he was threatened with the loss of employment if he took his sick child to hospital. The respondents subsequently refused to re-employ him. The Tribunal also found unlawful discrimination had occurred as the employer had previously ceased training him for promotion to a managerial position because he had taken some short notice leave because of family responsibilities. The Tribunal ordered an apology, \$17 500 in compensation for hurt and embarrassment and \$16 000 for economic loss.

Roberts v King [2009] QADT3

A complaint by an apprentice hairdresser of pregnancy discrimination was successful at the Tribunal. She claimed she was verbally abused by her employer after seeking time off to attend an antenatal doctor's appointment and that this abuse caused her to resign. Prior to her announcing the pregnancy, her employer had twice commented that staff who became pregnant would be sacked. The Tribunal found that although the comments may have been said as a joke, the complainant took them seriously and perceived a change in her employer's behaviour after she announced her pregnancy. The complainant was awarded compensation of \$10 373.50 with interest of \$1099, plus costs.

Halle v Holmes & Anor [2008] QADT 28

The ADTQ dismissed a complaint by a worker who claimed she had been unlawfully discriminated against on the basis of impairment when her employment was terminated after suffering an injury at a meatworks where she was employed for one day and one hour.

The Tribunal accepted that the woman's injury was sustained because of the repetitive nature of the duties required by the position despite being given the lightest duties available at the meatworks. The Tribunal found that the termination was not discriminatory because it was reasonable for the employer to form the view that there was no realistic prospect that she would be able to perform the position requirements, even if given time to recover from her injuries. It also found that the termination was excused under the workplace health and safety exemption in section 108 of the Act.

KW v BG Limited, DP & DF [2009] QADT 7

A complaint of sexual harassment by a part-time worker in a hardware business was upheld when the Tribunal found that the employer had failed to take sufficient action in relation to the employee's report of inappropriate behaviour. The alleged sexual harassment included kissing, touching her breasts and leg, persistent requests to have a drink outside work hours despite an ongoing refusal, asking for cuddles, telephoning her at home and making repeated unsolicited sexual remarks. The complainant reported the sexual harassment to her supervisor but initially asked to be allowed to handle it herself. The supervisor granted her request and did not take any action until the formal complaint was made. The Tribunal found that, even in these circumstances, the employer was vicariously liable for the acts of its employees.

It found the employer has an overriding responsibility to provide a workplace free from harassment, and that the wishes of complainants are secondary to this responsibility. Allegations of sexual harassment against another employee and claims of victimisation were dismissed. The complainant was awarded damages of \$24 425 which included general damages and economic loss.

Human Rights Day 2009 in Cairns

Living Books and Reach for the Stars, My Darling

▼ Living Books - Ian Chill,
Hala Kattab, Jan Corcoran



The annual 'Living Books' event, and a retrospective anti-discrimination poster exhibition to celebrate International Human Rights Day, attracted great interest from the Far North community, with many people booking in advance to attend the occasion.

ADCQ's Far North office in Cairns hosted the successful event, which was held in partnership with several government and community agencies. More than 400 people including 50 newly settled people from the Bhutanese community, enjoyed a day of entertainment, guest speakers and eleven 'Living Books'.

The 'Living Books' are everyday people who have overcome adversity and discrimination to enjoy active and fulfilled lives in our community. This year's 'Living Books' included a Jordanian woman whose young children were stateless before settling in Australia, a mother of five who lives with a neurological disorder, a Bhutanese man who spent 17 years living in grossly overcrowded refugee camps, an ex Navy Warrant Officer who incurred a spinal cord

injury during peacekeeping operations, an Aboriginal man from Cape York and a transsexual woman from a small community.

Special guest, the then Social Justice Commissioner Tom Calma, spoke eloquently of the rights of Aboriginal and Torres Strait Islander peoples in our community. Entertainment was provided by the local Deaf Indigenous Dance Troupe, the Out Loud Gay Men's Choir, the Italian Social and Dance Club and dance group Tribal Pulse.

The event which was held at the Cairns Tanks Arts Centre, also featured the 'Reach for the Stars, My Darling' exhibition of anti-discrimination posters from the Commission's archives, including the work of Rachel Apelt who designed the signature poster featured in the promotion of the event. The exhibition demonstrated how artists and graphic designers have taken complex and emotive issues and, often using humour, turned long-held perceptions on their heads.

Stand Up and Be Counted – Seniors Week morning tea in Rockhampton

Forty-eight local people attended the 'Stand Up and Be Counted' gala morning tea in the Fitzroy Room at the new Rockhampton Library. The function was hosted by the Central Queensland ADCQ office in Rockhampton to celebrate Seniors Week held from 15–23 August, 2009.

Seniors Week areas to promote positive attitudes towards older people and ageing, to encourage older people to lead active lifestyles and to foster inter-generational relationships.

Alison Cox, from The Assistant Human Rights Office Central

Queensland office said, "We decided to hold a seniors morning tea because elderly members of our community are often disadvantaged and can become victims of unfair treatment due to their age or impairment, two of the grounds covered by the Act. We also thought it would be an opportunity to provide our guests with information about their rights and encourage them to keep learning and contributing to society."

Guest speakers, Dick McNevin and Glenys Kirkwood, two successful businesspeople who support and work with charitable organisations in the region, gave stimulating speeches and University of the Third Age Choir entertained the guests.

Cec Fisher OAM, Vale

1933 - 2009

Nugent Allan Fisher OAM, better known as Cec, was one of the Commission's most memorable staff members and a passionate human rights advocate. He was very active and well-known in his community and in political circles, and had a deep knowledge of Aboriginal history. He also worked across racial borders to assist all marginalised people.

Cec worked in human rights and anti-discrimination in Queensland for more than 20 years, from the establishment of the first Queensland branch of the Commonwealth Human Rights Commission in 1984. He stayed with the Commission when it became the Human Rights and Equal Opportunity Commission (HREOC) in 1986 and witnessed the ascent of the Queensland *Anti-Discrimination Act 1991*.

Cec provided advice to many people through his work in the commissions; assisting them to understand the challenges Aboriginal people experience with racism. These include well-known politician Sir James Killen, Governor-General Quentin Bryce AC and senior State and Commonwealth public servants.

He was a highly-respected member of the Board of the Brisbane Legal Service, a member of the Link-Up Board for Queensland and an ATSI Regional Councillor for the Ipswich area.

His contributions to human rights advocacy have been recognised through many awards, including the Year of Indigenous People Queensland of the Year in 1993 and the Australia Day Achievement Medallion in 1998. The recognition of Cec's work culminated in the receipt of both the Order of Australia Medal and the Male Elder of the Year national NAIDOC award in 2001.

People who had the privilege of knowing Cec learned so much by working beside, listening to and talking with him.

We will miss you Cec.



◀ *The late Cec Fisher Respected human rights advocate*

10 things you should know about fair treatment in Queensland

1. Queensland law gives people the right to be treated fairly.
2. It can be illegal to treat people unfairly because of their:
 - ▶ sex relationship or parental status
 - ▶ race
 - ▶ age
 - ▶ impairment
 - ▶ religious or political beliefs
 - ▶ union activities
 - ▶ gender identity
 - ▶ sexuality
 - ▶ lawful sex work
 - ▶ pregnancy
 - ▶ breastfeeding
 - ▶ family responsibilities

when they are:

- ▶ at work
- ▶ in a shop, hotel or restaurant
- ▶ in accommodation
- ▶ using government services
- ▶ at school TAFE or university
- ▶ at the doctor or dentist

This is discrimination and can be against the law.

3. It can be illegal if someone behaves in a sexual way (in relation to you) that is unwelcome and offends you. This is sexual harassment and can happen anywhere, at any time.
4. It can be illegal to act in a public way that shows hatred for someone because of their race, religion, sexuality or gender identity. This is vilification.
5. It can be illegal to treat someone unfairly because they are involved in a complaint. This is victimisation.
6. People can make complaints about any of these things to the Anti-Discrimination Commission.
7. This service is free.
8. If the complaint is covered by the law, those involved will usually be asked to meet to try to work something out.
9. Not everything that seems unfair is covered by the law. Some bullying, for example, may not be covered.
10. Contact the Anti-Discrimination Commission on 1300 130 670 (TTY 1300 130 670) for more information, or check our website - www.adcq.qld.gov.au.

This information is a guide only and is not a substitute for legal advice.

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