



Australian
Human Rights
Commission



IncludeAbility

Your rights at work



Easy Read

www.humanrights.gov.au

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About this guide



Australian
Human Rights
Commission

This guide is from the Australian Human Rights Commission.

AHRC for short.

The AHRC helps fix human rights problems.



This guide is about disability discrimination.



Disability discrimination is when you are treated unfair because of your disability.



In this guide we will talk about

- What the law says about disability discrimination
- What to do if it happens at work
- How to make a complaint

What disability discrimination is



There are 2 types of disability discrimination

- **Direct**
- **Indirect**



Direct disability discrimination

This is when you are treated in an unfair way because of your disability.



This could be when a cafe does not let a blind person eat there with their service dog.



Indirect disability discrimination

This is when something is unfair even though you have been treated the same.



This could be if you cannot get to your job interview because they have no ramp or lift.

Disability Discrimination Act



It is against the law to treat someone unfairly because of their disability.



The Disability Discrimination Act is a law that looks after people with disability.

Discrimination Act for short.



The Discrimination Act can help you if

- Everyone knows you have a disability
- No one knows that you have a disability
- Your disability affects you all the time
- Your disability does not affect you all the time



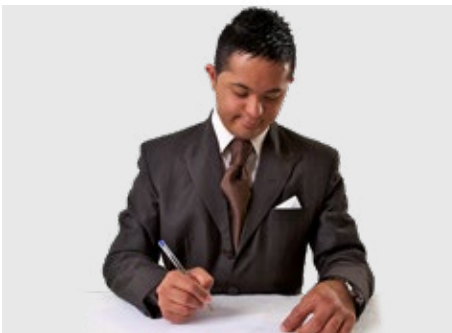
The Discrimination Act can also help your family, friends and carers.

This could be when they are treated unfair because of their relationship with you.

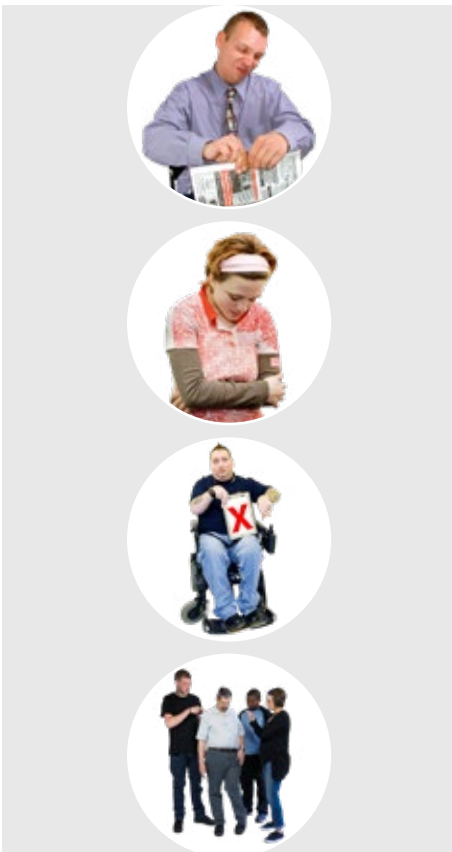
Discrimination Act and your job



The Discrimination Act says a person with a disability has the same rights to a job as anyone else.



The Discrimination Act keeps you safe from discrimination at work.



The Discrimination Act can keep you safe from

- Unfair jobs
- Being treated in an unfair way at work
- Getting fired for no reason
- Being bullied



A workplace might need to make some reasonable adjustments.



Reasonable adjustments are changes your workplace can make so that you can work well.



Workplaces do not have to make reasonable adjustment if it will cost a lot.

Being treated differently



The Discrimination Act says that sometimes it is ok to treat a person with a disability differently.



The Discrimination Act says that workplaces do not have to give you the job if you cannot do the job.



That means a person who is blind cannot get a job as a bus driver.

If disability discrimination happens to you



You can talk to

- The person or people who did it



- Your boss



- Someone you trust



- A disability discrimination worker



- A harassment officer

Harassment means someone treats you in a way that makes you feel upset or unsafe.



Some people may not know they were treating you in an unfair way.



They might want to work with you to fix the problem.



This can help make things better in the workplace.

Who else can help



AHRC can help you fix human rights problems at work.



This is good if you

- Do not want to talk to someone you know
- Cannot fix the problem



You can get someone to make a complaint for you.



This could be

- A lawyer
- An advocate
- The trade union



A **lawyer** is someone who can help you with the law.



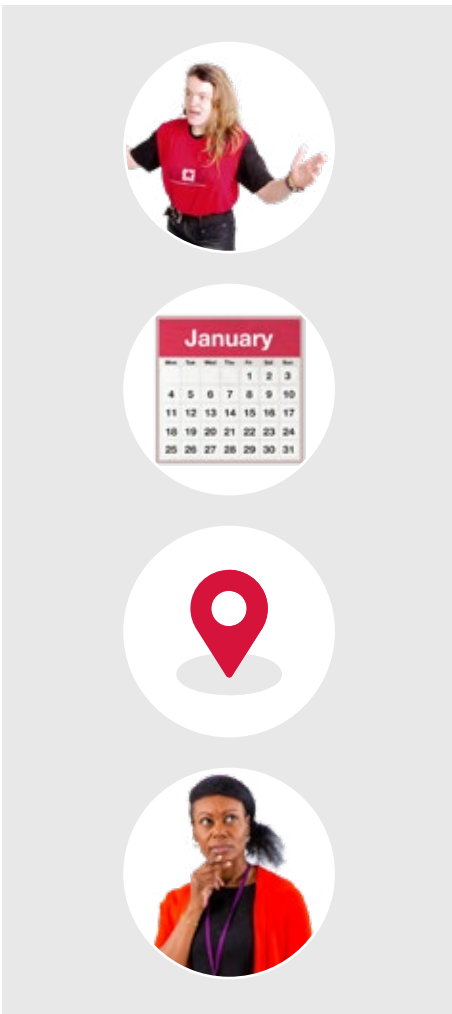
An **advocate** is someone who can help you speak up about a problem.



The **trade union** are a group of people who can help you with work problems.



The AHRC has a complaint form you can fill in.



On the complaint form you should say

- What happened
- When it happened
- Where it happened
- Who was part of it

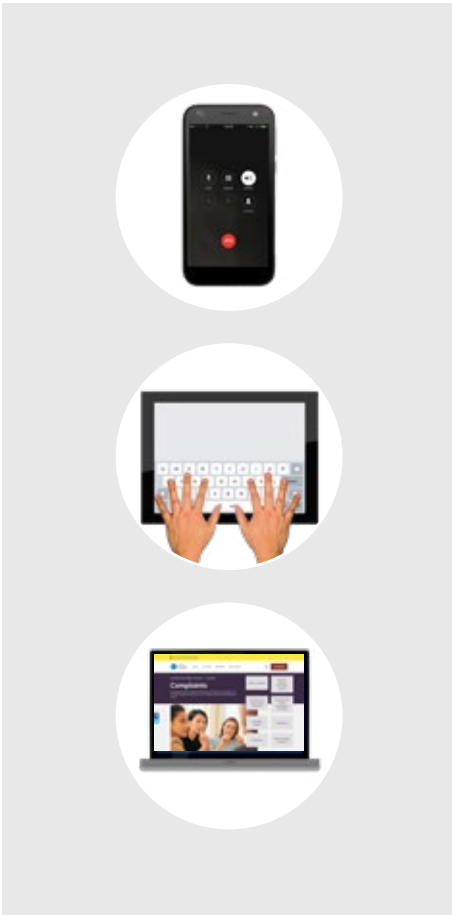


You can fill in the complaint form online at

www.humanrights.gov.au/complaints/make-complaint



You can print and post your complaint form to
GPO Box 5218, Sydney NSW 2001



If you cannot write a complaint the AHRC can help you.

Call **1300 656 419**

Email

infoservice@humanrights.gov.au

Go to

www.humanrights.gov.au/complaints

What happens when you complain to the AHRC



When the AHRC get a complaint they will look into it.



They will try to fix the problem.



The AHRC will get both sides of the story.



After you make the complaint the AHRC might contact you to get more information.



The AHRC will tell the person or workplace what you have complained about.



They will give them a copy of your complaint.



The AHRC could ask them for information about your complaint.



The AHRC will ask you to take part in the **conciliation**.



Conciliation means that you and the other person talk about the issue.



Conciliation can be in

- Person
- Over the phone
- Through letters



If your complaint is not fixed you may be able to take your complaint to court.

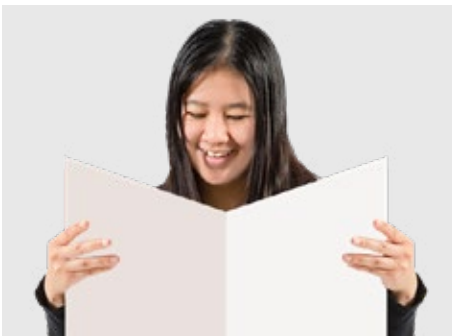
Where can I get more help?



You can contact your community legal service.



A **community legal service** is a place that can help you with a problem about the law.

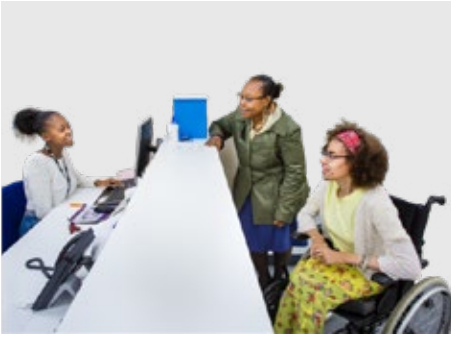


They can give you more information about discrimination and harassment.



To find a community legal service near you go to

<https://clcs.org.au/findlegalhelp>



There are also legal services that can help with disability discrimination.



To contact your disability discrimination legal centre go to

<https://clcs.org.au/findlegalhelp>

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