



Gender identity and the Anti-Discrimination Act

Course duration: 1.5 hours

PURPOSE

This course aims to provide participants with an understanding of gender identity as defined by the *Anti-Discrimination Act 1991* and the protections provided by this legislation for trans and gender diverse people.

DELIVERY

This is an interactive, face-to-face session that is co-delivered to provide participants with a combination of legal rights and obligations and an insight into lived experience from members of the trans community.

HOW CAN STAFF TRAINING HELP REDUCE RISK FOR AN ORGANISATION?

Organisations may be held liable for the behaviour of their employees and volunteers under the Queensland *Anti-Discrimination Act 1991*, unless they can show that they took 'reasonable steps' to prevent and manage the behaviour.

'Reasonable steps' can include:

- implementing effective policies and complaint procedures on discrimination and harassment;
- training all staff on the policies and legislation;
- taking all complaints seriously, and dealing with them fairly, promptly, and appropriately; and
- taking any other steps necessary to assess and mitigate the risk of harassment and discrimination in the workplace.

As part of 'reasonable steps', employers need to ensure that all staff are aware of their rights and responsibilities under discrimination law and the relevant organisational policies. They should also understand what options are available in the workplace to resolve issues of unfair or inappropriate treatment.

PARTICIPANTS WILL BE INTRODUCED TO:

- what we mean by 'gender identity'?
- the 'Gender Unicorn' – a look at gender identity, gender expression, sex assigned at birth, terminology
- protections under the Anti-Discrimination Act
- examples of situations that may cause offence
- FAQs
- advice for employers, colleagues, educators including information from our Trans@school and Trans@work documents

Previous sessions have involved consultancy with organisations to ensure that workshops cater for the unique requirements of their training needs. For example, we have consulted with employees who are transitioning and their employers to work with all parties to support an employee affirming their gender identity in the workplace. This included multiple meetings with the transitioning employee, supporting staff members and training coordinators.

RECOMMENDED FOR:

The session is suitable for anyone wanting information about gender identity and protections under Queensland legislation.

PRE-COURSE PREPARATION

No prior knowledge is necessary for this course but links to further resources can be provided if required.

BOOKINGS

We can deliver this course directly to your team in your workplace. We also offer public training sessions around Queensland throughout the year - you can find our schedule on our website.

Contact our training team:

- **1300 130 670**
- **training@qhrc.qld.gov.au**