



Making a submission

Submissions to the Review of Queensland's *Anti-Discrimination Act 1991* are now open, and will close on 1 March 2022.

Anyone can make a submission, and we want to hear from as many people as possible.

How can I make a submission?

You can make a submission by:

- completing our guided submission form online
- sending us an electronic or written submission
- sending us audio or video content, image or artwork.

If you are not using our online form, you can download one of our templates and email us your submission, or contact us for other options. There are two templates:

- form for people who have experienced discrimination, sexual harassment or unfair treatment
- form for people who have had complaints about discrimination, sexual harassment or unfair treatment made against them

If you want to make a submission in your own language, or if none of these options meets your needs, contact us at adareview@qhrc.qld.gov.au to discuss your options.

Submission forms and templates are available on our website at www.qhrc.qld.gov.au/law-reform/have-your-say.

What should I include in my submission?

The online submission form includes some questions about your experiences. You might like to think about these before you fill out the form.

We will ask you about:

- your experiences of discrimination and harassment
- how this experience has impacted you
- whether you told anyone about what happened and if so, who you told
- whether you made a formal report or complaint, and if so, who to
- what makes it difficult for people to make a complaint about discrimination and harassment

- what makes it hard to make a complaint
- how the complaints process could be improved
- your suggestions and ideas for change

You don't have to answer all of the questions.

There is also space to provide your contact details and some demographic information if you choose.

Why is it important to tell my story?

The Commission has been asked to conduct this Review to make sure that our anti-discrimination laws are protecting and promoting equality to the greatest extent possible.

Telling your story will help us understand more about whether the law should change.

It's important that we hear from people who have experienced discrimination so that we can understand its impact on people and their communities. It will also help us understand how often these experiences happen, why people don't report it, or whether they were upset with the outcome when they did report it.

Hearing from businesses, non-profits, clubs and associations, and other entities is also critical in helping us understand the impacts on business and workplaces; and what the role of the law should be.

The Review will also look at what the law should require organisations and workplaces to actively eliminate discrimination, sexual harassment and other unfair treatment. We are therefore calling on businesses and other entities to tell us what they think.

Can I make an anonymous submission?

Yes – you can make an anonymous submission.

It is optional for you to provide your name and contact details. You can also tell us if you would like your information to be treated confidentially.

As part of the submission process, you will be asked whether or not you consent for us to publish your information. Unless you give us permission, your submission will not be published and will be treated confidentially.

Your information may be drawn upon, quoted or referred to in the public report and other resources produced by the Commission in connection with the Review, but unless you give us permission to publish your information, your submission will be dealt with confidentially and your information will be de-identified. This means people outside the Commission will never know the information is about you.

For more information about how the Commission handles your privacy see www.qhrc.qld.gov.au/privacy.

Will you publish my submission?

If you give us permission, then we might publish your submission on the Commission's website, and your name if you have provided it. We will not publish your contact details.

We might not publish submissions for a variety of reasons, including:

- their relevance to the Review
- whether they contains material that might be considered offensive
- if there are other legal constraints on us publishing submissions in full or in part
- the extent of our resources.

You can find more about how we treat your personal information in our privacy statement at www.qhrc.qld.gov.au/privacy, or email us at adareview@qhrc.qld.gov.au if you'd like to discuss your options.

Can I make a submission on behalf of my organisation or business?

Yes. You can make a general submission now, or wait until our discussion paper is published later this year.

The discussion paper will provide guidance on key questions and issues the Review is considering.

Organisations and other entities can make more than one submission.

You can subscribe to our general news bulletin to receive information about the Review, and when the discussion paper is published, at www.qhrc.qld.gov.au/about-us/subscribe-to-updates.

How else can I have my say?

As well as the submission process, we will be holding public consultations from November 2021 to February 2022.

More information about these consultations will be made available soon, on our website at www.qhrc.qld.gov.au/law-reform/have-your-say, or you can subscribe to our general news bulletin to stay informed about the Review and other opportunities to get involved at www.qhrc.qld.gov.au/about-us/subscribe-to-updates.

For more information

You can contact our Review team at adareview@qhrc.qld.gov.au.

