

About the Review

Queensland's discrimination law is now 30 years old.

The *Anti-Discrimination Act 1991* plays an important role in preventing discrimination and promoting social inclusion in Queensland – but a lot can change in 30 years.

In May 2021, the Attorney-General asked the Queensland Human Rights Commission to undertake a review of the Anti-Discrimination Act.

This is a valuable opportunity to make sure our law is keeping up to date with the changing needs of our society.

What will the review examine?

Currently, the Anti-Discrimination Act makes unfair discrimination, sexual harassment, vilification, and victimisation unlawful in Queensland.

The Act outlines the characteristics – for example, race, sex, and impairment – that are protected from discrimination; as well as the areas in which discrimination is unlawful – for example, at work or school. It also makes other types of behaviours unlawful, including sexual harassment.

The Review will look at if there is any need for change, and whether the Act could do more to:

- better respond to people who have experienced discrimination
- combat systemic causes of discrimination and harassment
- require organisations and workplaces to eliminate discrimination, sexual harassment, and victimisation.

Although vilification is covered by the Anti-Discrimination Act, the vilification provisions are currently being reviewed in a separate inquiry by the Queensland Parliament. Because of this, vilification will not be considered in this review.

How can I have my say?

There will be a range of opportunities for individuals, organisations, and businesses to contribute their views, experience, expertise, and ideas for change.

You will be able to have your say by filling out an online form, making a submission in response to our discussion paper, or participating in public consultations and smaller face-to-face and virtual consultations.

The timeline shows when these opportunities will open, and how much time you have to get involved.



July – September 2021

We conduct initial consultations



August 2021

Submissions open



November 2021

We'll publish our discussion paper



November 2021 – February 2022

We hold public consultations



1 March 2022

Submissions close



30 June 2022

We present our report to the Attorney-General

What will happen after the Review is finished?

At the end of the Review, we will provide a report to the Attorney-General. This report must be finalised by 30 June 2022.

The report will outline what we did, what we found, and our recommendations for updates to the law.

It will then be up to the State Government to decide whether to implement these recommendations.

For more information on the Review or to sign up to updates, go to qhrc.qld.gov.au/law-reform.