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|  | **REVIEW OF THE ANTI-DISCRIMINATION ACT:** |
| Have your say  |

The Queensland Human Rights Commission is conducting a Review of the *Anti-Discrimination Act 1991*.

You can have your say by completing this form and emailing it to us at adareview@qhrc.qld.gov.au.

You can also fill out an online submission form at [www.qhrc.qld.gov.au/law-reform/have-your-say](http://www.qhrc.qld.gov.au/law-reform/have-your-say), or send us a written document, an audio or video message, image or artwork.

If none of these options meet your needs, contact us at adareview@qhrc.qld.gov.au to discuss your options.

# Who is this form for?

This form is for people who:

* have experienced discrimination, sexual harassment and/or other unfair treatment
* work with or support people who experience discrimination, including people with experience of the complaints process.

# What is the Anti-Discrimination Act about?

The *Anti-Discrimination Act 1991* is a law that aims to protect people in Queensland from discrimination, sexual harassment and other unfair treatment.

Discrimination is when you are treated worse than somebody else because of something about you, like your race, age, or sex.

Sexual harassment is when someone does something that is sexual and makes you feel upset, embarrassed, or afraid.

You can read more about what the Act does <https://www.qhrc.qld.gov.au/your-rights>.

# ­About your submission

**These questions are about you. Please select all that apply.**

[ ]  I have experienced discrimination, sexual harassment and/or other unfair treatment

[ ]  I work with or support people who experience discrimination

[ ]  I have experience of the complaints process

[ ]  Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Contact details (optional)

*Giving us your contact details will allow us to contact you if we need to ask you any questions about your submission. If you provide them, it does not mean they will be published - that is a question you will be asked later in this form.*

**Do you want to give us your contact details?**

[ ] Yes – I am happy to provide my contact details

[ ] No – I would rather be anonymous

Name

Email address

Phone number

**If we need to contact you, what is the best way to do so?**

[ ] Phone

[ ] Email

[ ] I don’t want to be contacted about my submission

**Is there any information you would like us to know about your communication needs, or how you would like us to contact you if we need to?**

# About you (optional)

These questions help us to understand more about who we are hearing from. These questions are optional, so you can choose not to answer them.

**What is your post code?** \_\_\_\_\_\_\_\_\_\_\_\_\_

**What is your age range?**

[ ] Under 18

[ ] 18 – 24

[ ] 20 – 34

[ ] 35 – 44

[ ] 45 – 54

[ ] 55 – 64

[ ] 65 and over

[ ] Prefer not to say

**What is your gender?**

[ ] Woman

[ ] Man

[ ] Non-binary

[ ] Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_

[ ] Prefer not to say

**Do you identify as a member of one of the following groups? Please tick all that apply.**

[ ] Aboriginal

[ ] Torres Strait Islander

[ ] Person from a culturally and linguistically diverse background

[ ] LGBTIQ+

[ ] Person with disability

[ ] Other: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Do you speak a language other than English at home?**

[ ] Yes

[ ] No

# Your experiences

1. **What do you want to tell us about your experience of discrimination, sexual harassment and/or unfair treatment?**
2. **What has been the impact on your life?**
3. **Have you ever told anyone about this this experience? If so, who did you tell?**
4. **Have you ever formally reported your experience?**

[ ]  No – I didn’t do anything about it because that’s just the way things are

[ ]  No – I was worried about negative consequences

[ ]  No – I didn’t feel comfortable complaining on my own

[ ]  No – It wasn’t a priority for me

[ ]  No – for another reason

[ ]  Yes – I made a complaint to the Queensland Human Rights Commission or the Australian Human Rights Commission

[ ]  Yes – I made a complaint to another entity: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (please specify which entity)

1. **What makes it hard for people who have experienced discrimination, sexual harassment and/or unfair treatment to make a complaint?**
2. **How could the complaints process be improved?**
3. **Thinking about your experiences of discrimination, sexual harassment and/or unfair treatment, what are your suggestions and ideas for change?**
4. **Is there anything else you’d like to tell us?**

# Use of your information

**You must answer this question so that you tell us how you would like your information to be used.**

The information you have provided will be used by the Commission to understand how the Anti-Discrimination Act can be improved and to prepare a public report on the Review of the Act.

Your information may be provided to people outside the Commission for the purpose of conducting the Review. 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.

However, 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 not know the information is about you. For more information about how the Commission handles your privacy see www.qhrc.qld.gov.au/privacy.

If you give us permission to publish your information, then you agree for us to publish your submission on the Commission’s website, and to publish your name if you have provided it. We will not publish your contact details.

You must answer the next question to tell us whether you want us to deal with your submission confidentially, or you give us permission to publish your information.

If you are unsure about the options, contact the Commission for help on 1300 130 670.

**How would you like your submission to be used?**

[ ]  Confidential – I do not give permission for my submission to be published and I would like my submission to be treated confidentially

[ ]  Public – I give permission for my submission to be published on the Queensland Human Rights Commission website, and for the Commission to publish my name if that has been provided

## Publishing submissions and right to information

The Commission will consider the content you have provided and may decide not to publish your submission, or to publish it in a redacted form, even if you have given your permission for it to be published. We may make this decision for reasons such as:

* its relevance to the Review
* whether it contains material that might be considered offensive
* if there are other legal constraints on us publishing the submissions or parts of it
* the extent of our resources.

Someone else might request to see your submission under the *Right to Information Act 2009* or *Information Privacy Act 2009*. If so, we would decide whether to release the information under the relevant law.

If your submission discloses possible harm to a person, we may need to report the matter to the police or other entity.

## Accessing support

Thinking and writing about discrimination, sexual harassment, and other unfair treatment can be distressing.

If you become distressed either during or after you complete your submission, you can access support. These services provide counselling and other forms of support:

* Blue Knot Helpline – 1300 657 380
* Beyond Blue Support Service (24/7) – 1300 224 636
* Lifeline (24/7 crisis support) – 13 11 14
* Relationships Australia – 1300 364 277