

AUSTRALIAN FEDERAL ANTI-DISCRIMINATION SYSTEM



Laws

At the Federal level, there are laws prohibiting discrimination on the grounds of sex, race, age and disability.. The *Disability Discrimination Act 1992* (Cth) is the federal legislation which specifically deals with unlawful discrimination on the ground of disability. Albinism is a disability within the definition of the *Disability Discrimination Act*.

Disability discrimination is unlawful in a number of different areas of life. They include:

- Employment (for example, applying for a job)
- Education (for example, seeking accessible adjustments to enable you to participate at school or university)
- Accommodation (for example, applying to rent a flat or house)
- Buying or Selling Land
- Activities of Clubs
- Sport
- Administration of Commonwealth law and programs (for example, in the provision of government services)
- Provision of goods, services and facilities.

Unlawful discrimination can either be:

- Direct – This occurs when you are treated less favourably than other people, because of your disability and
- Indirect – This occurs when a condition or requirement is imposed on you, with which it is more difficult for you to comply because of your disability, and which is not reasonable.

The *Disability Discrimination Act* also prohibits harassment on the basis of disability, in employment, education and the provision of goods and services.

Agency

The Australian Human Rights Commission is the independent agency with responsibility for anti-discrimination and human rights education and awareness, and discrimination and human rights complaints. Complaints about discrimination can be made to the Australian Human Rights Commission. The Australian Human Rights Commission will assist to resolve the complaint through conciliation.

For more information:

Detailed information about federal disability discrimination law – and the role of the Australian Human Rights Commission – can be found at the Commission's website: <https://www.humanrights.gov.au/> You will find specific information about disability discrimination here: <https://www.humanrights.gov.au/our-work/disability-rights> and specific information about making a complaint here: <https://www.humanrights.gov.au/complaints#main-content>

You can also call the Australian Human Rights Commission's National Information Service on 1300 656 419.