



Anti-Discrimination NSW

What we do

We are the New South Wales state government body that administers the *Anti-Discrimination Act 1977* (NSW) and the civil complaints scheme under the *Conversion Practices Ban Act 2024* (NSW).

We strive to eliminate discrimination in New South Wales by:

- answering enquiries
- investigating and resolving complaints
- raising awareness about discrimination and its impacts
- granting exemptions to the *Anti-Discrimination Act 1977* (NSW)
- advising the government about discrimination issues
- administering the civil complaints scheme under the *Conversion Practices Ban Act 2024* (NSW).

What we cover

Discrimination is when somebody is treated less favourably because they have, or are assumed to have, a characteristic that is protected by New South Wales law.

Discrimination is against the law if it happens:

- at work
- in education
- where goods and services are provided
- where accommodation is provided
- within registered clubs.

Types of discrimination

We handle complaints of discrimination covered by the *Anti-Discrimination Act 1977*. These include:

- disability
- race
- sex
- pregnancy and breastfeeding
- age
- carers
- homosexual
- transgender
- marital or domestic status
- infectious disease
- sexual harassment
- vilification
- victimisation.



What can I do if I experience discrimination?

If you think that you have experienced discrimination, you can first try speaking to the person or organisation responsible to let them know you have been treated unfairly. If you don't feel comfortable doing this, or if it isn't appropriate, you can contact us to make a complaint of discrimination.

You can write your complaint in your language, and we will have it translated for free into English. If writing your complaint is difficult, you can contact us to discuss other ways to submit your complaint.

You can contact our enquiry service if you need more information or are unsure if you have experienced discrimination.

Useful contacts

Translating and Interpreting Service – 131 450

Law Access – 1300 888 529

Complaint case study

Adnan* lives in Australia while the rest of his family lives overseas.

Adnan asked his supervisor for some time off work so he could travel overseas to support his elderly dying father. Adnan's supervisor was unsympathetic to his request and discouraged him from taking leave. Despite this, Adnan was able to travel to see his father.

Shortly after his father's death and his return to Australia, Adnan's sister was involved in an accident and placed on life support. Adnan and his family made the difficult decision to turn off life support. Adnan returned overseas to arrange his sister's funeral and support his family.

After losing two close family members in a short period of time, Adnan was suffering emotionally. When he returned to work, his supervisor continued to show no empathy or support for his situation, assigned him difficult tasks and told him to take sick leave if he could not do them.

Adnan reported his experience to his company's HR department but felt further victimised after a workplace investigation found no wrongdoing.

Adnan lodged a complaint of carer's discrimination, disability discrimination and victimisation with ADNSW.

The complaint was resolved at a conciliation conference when Adnan and his employer agreed on a monetary payment.

*Name has been changed to protect the privacy of the individual

This factsheet has general information about discrimination and there may be some exceptions to the law. Please contact us if you have questions or you would like information about how to make a complaint.

Anti-Discrimination NSW

Enquiries

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Free call: 1800 670 812

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Website

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