



Victimisation

What is victimisation?

Victimisation is when a person experiences some sort of harm (or detriment) because they have made (or plan to make) a discrimination complaint or because they have provided information or evidence about a complaint under the *Anti-Discrimination Act 1977* (NSW).

What can I do if I experience victimisation?

If you feel you have been victimised, you can contact us to make a complaint.

In some cases, a victimisation complaint has been upheld even though the original complaint of discrimination was not.

If you are unsure if you have experienced victimisation or need more information, you can contact our enquiry service.

Useful contacts

Translating and Interpreting Service – 131 450

Law Access – 1300 888 529



Complaint case study

Beth* runs her own building company and was providing building services to another large construction company.

Beth was the only female contractor on the building site and was verbally abused by the foreman when he made derogatory comments about her and her workmanship. She complained to management at the construction company several times about this, but very little action was taken.

Beth lodged a complaint of sex discrimination and victimisation with ADNSW.

The construction company denied that Beth had been treated differently because she was a woman.

The complaint was resolved at a conciliation conference when the construction company agreed to pay Beth \$20,000.

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



This fact sheet has general information about victimisation and there are exceptions to the law. Please contact us if you have questions about victimisation or you would like information about how to make a complaint.

Anti-Discrimination NSW

Enquiries

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