

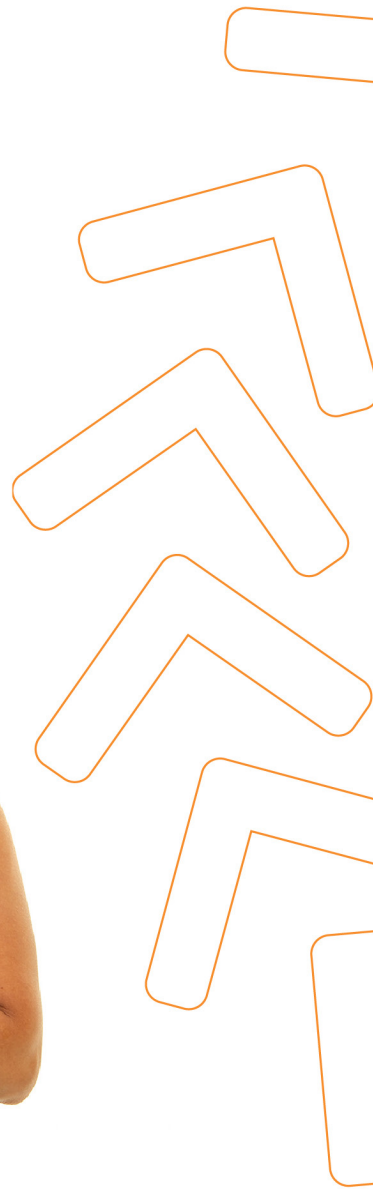


Anti-Discrimination  
New South Wales

# Disability discrimination

## What you need to know

Easy Read version



## How to use this fact sheet



Anti-Discrimination NSW (ADNSW) wrote this fact sheet.

When you see the word 'we', it means ADNSW.



We wrote this information in an easy to read way.

We use pictures to explain some ideas.

Normal  
**Bold**

We have written some words in **bold**.

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page 15.



This Easy Read fact sheet is a summary of some information on our website. This means it only includes the most important ideas.



You can find more information on our website at [www.antidiscrimination.nsw.gov.au](http://www.antidiscrimination.nsw.gov.au).



You can ask for help to read this fact sheet.  
A friend, family member or support person may be able to help you.



## What's in this fact sheet?

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# What is disability discrimination?

**Disability discrimination** is when you're treated badly because:



- you have a disability



- people think you have a disability



- you used to have a disability



- you might have a disability in the future



- you know a person with disability.



Disability discrimination is against the law.



**Indirect discrimination** is when there is a rule for everyone else, but it's unfair for people with disability.



The law protects people from indirect discrimination.





# Who does the law protect?

## People with disability



The law protects people with **physical disability** from disability discrimination.



A physical disability affects how well you can:

- move
- use your body.



The law protects people with **intellectual disability** from disability discrimination.



An intellectual disability affects how well you can:

- learn new things
- solve problems
- communicate
- do things on your own.



The law protects people with **cognitive disability** from disability discrimination.



When someone has a cognitive disability, they can find it hard to:

- think
- understand
- communicate
- focus on what they're doing
- remember.



The law protects people with **psychosocial disability** from disability discrimination.



A psychosocial disability affects your mental health.





The law protects people with **sensory disability** from disability discrimination.



A sensory disability affects your senses, like your:

- sight
- hearing.

The law protects people with disability whose bodies are different:



- from birth



- after an injury



- after an illness.





## People who use assistive technology



The law protects people who use **assistive technology** from disability discrimination.

Assistive technology can:



- make it easier to do things

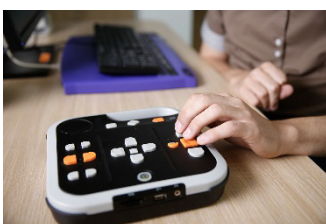


- keep you safe.

Assistive technology might be:



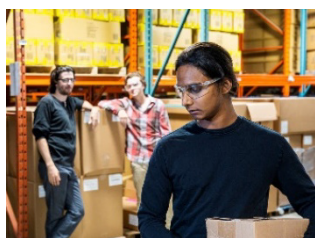
- an aid or piece of equipment



- a system to use.



## Where is disability discrimination against the law?



Disability discrimination is against the law in a **workplace**.

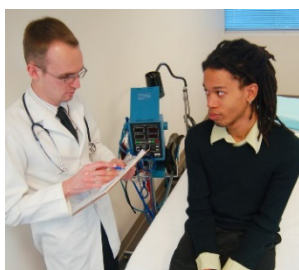


A workplace is any place you might work, such as:

- an office
- school
- a customer service centre.



Disability discrimination is against the law in places that help people with disability find and keep a job.



Disability discrimination is against the law in places you go for day-to-day services.



This can be a:

- bank
- shop
- doctor.



Disability discrimination is against the law in places you go to learn.



Disability discrimination is against the law when you rent a home to live in.

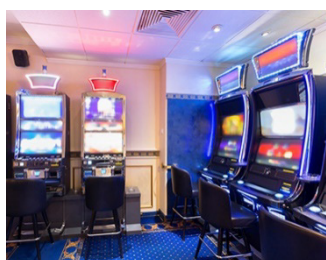


Disability discrimination is against the law in organisations that support workers.

Disability discrimination is against the law in clubs that:



- sell alcohol



- have gambling machines.



## If you experience disability discrimination



There are things you can do if you think you've experienced disability discrimination.

If you think you've experienced disability discrimination you can contact us by:

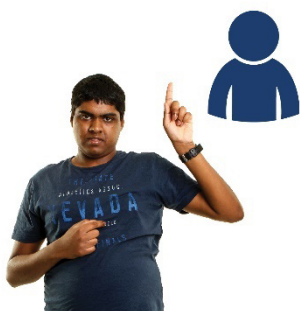


- phone – **(02) 9268 5544** or **1800 670 812**



- email – [complaintsadb@justice.nsw.gov.au](mailto:complaintsadb@justice.nsw.gov.au)

You might try talking to:



- the person who treated you unfairly



- the organisation they are part of.



## Complaints



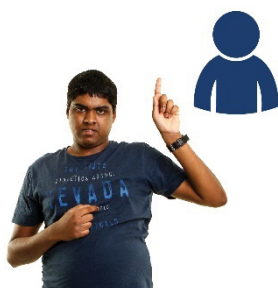
You can make a **complaint** if you've experienced disability discrimination.



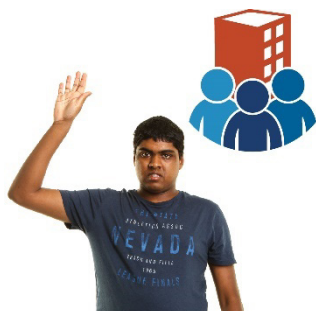
When you make a complaint, you tell someone that something:

- has gone wrong
- isn't working well.

You can make a complaint about:



- a person



- an organisation.







You can make a complaint by filling out our complaint form.



You can write your complaint in any language.



You can email your complaint to us.

[complaintsadb@justice.nsw.gov.au](mailto:complaintsadb@justice.nsw.gov.au)



If you need support to make a complaint, you can contact us.



## Word list

This list explains what the **bold** words in this document mean.



### **Assistive technology**

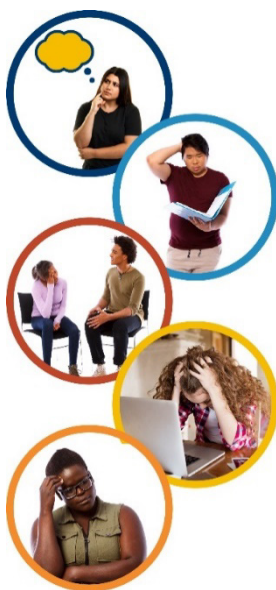
Assistive technology can:

- make it easier to do things
- keep you safe.



Assistive technology might be:

- an aid or piece of equipment
- a system to use.



### **Cognitive disability**

When someone has a cognitive disability, they can find it hard to:

- think
- understand
- communicate
- focus on what they're doing
- remember.



### **Complaint**

When you make a complaint, you tell someone that something:

- has gone wrong
- isn't working well.





## Disability discrimination

Disability discrimination is when you're treated badly because:

- you have a disability
- people think you have a disability
- you used to have a disability
- you might have a disability in the future
- you know a person with disability.



## Discrimination

Discrimination is when you treat someone badly because of something about them they can't change.



## Indirect discrimination

Indirect discrimination is when there is a rule for everyone else, but it's unfair for people with disability.



## Intellectual disability

An intellectual disability affects how well you can:

- learn new things
- solve problems
- communicate
- do things on your own.

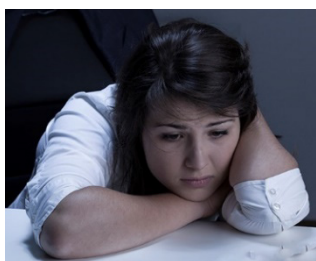




## Physical disability

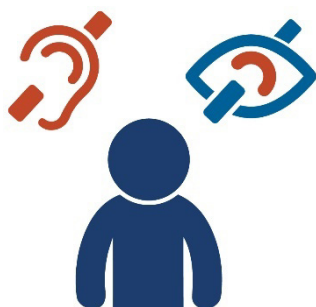
A physical disability affects how well you can:

- move
- use your body.



## Psychosocial disability

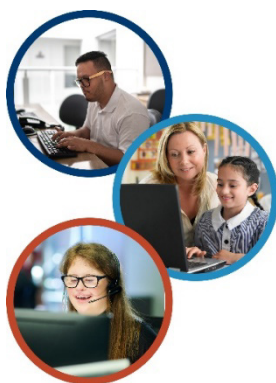
A psychosocial disability affects your mental health.



## Sensory disability

A sensory disability affects your sense, like your:

- sight
- hearing.



## Workplace

A workplace is any place you might work, such as:

- an office
- school
- a customer service centre.



## Contact us



Phone – **(02) 9268 5544**

Free call – **1800 670 812**



[complaintsadb@justice.nsw.gov.au](mailto:complaintsadb@justice.nsw.gov.au)



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[www.antidiscrimination.nsw.gov.au](http://www.antidiscrimination.nsw.gov.au)

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