



Anti-Discrimination  
New South Wales

# Anti-Discrimination NSW (ADNSW)

## What we do

### 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 27.



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?

Who are we?	4
Who might experience discrimination?	6
Where is discrimination against the law?	9
Other problems we deal with	11
If you experience discrimination	17
What happens when you make a complaint?	21
Word list	27
Contact us	31



## Who are we?



**Anti-Discrimination NSW (ADNSW)** is a government body.



We help stop **discrimination** in NSW.



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

We have services that:



- are free

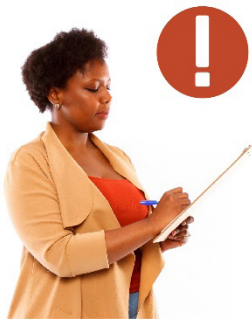


- help stop discrimination in NSW.





We answer questions about discrimination.



We fix problems people have with discrimination.



We talk to the community about discrimination.



We deal with the laws in NSW about discrimination.



## Who might experience discrimination?

People might experience discrimination because of their:



- disability



- race



- age



- gender identity



- sexuality.





Your gender identity is not about your body being male or female.

It is about who you feel you are as a person.

Your gender identity can be:



- male
- female
- a combination of these
- none of these.



Your sexuality is who you:

- love
- are attracted to.

People might experience discrimination if they:



- are married

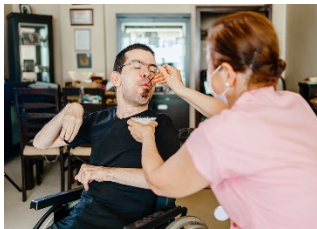


- aren't married.





People might experience discrimination if they are pregnant.



People might experience discrimination if they are someone's carer.

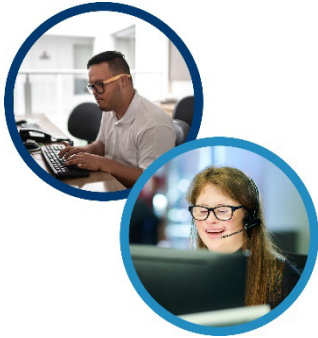




## Where is discrimination against the law?



Discrimination is against the law in a **workplace**.



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

- an office
- a customer service centre.

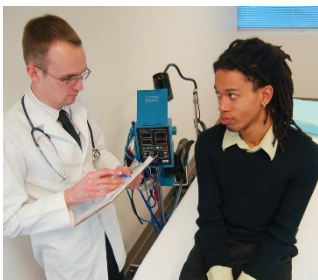
Discrimination is against the law in places you go to learn like:



- school



- university.



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





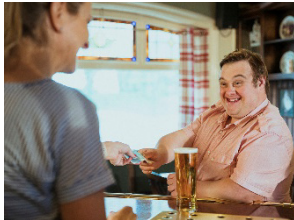
This can be a:

- bank
- shop
- doctor.



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

Discrimination is against the law in clubs that:



- sell alcohol



- have gambling machines.



Discrimination against a carer is only against the law in their workplace.



## Other problems we deal with



We sometimes help people with other problems.

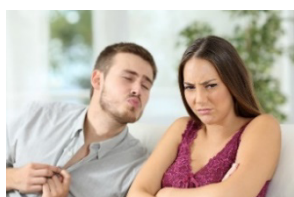
We talk more about these problems on the following pages.

## Sexual harassment

**Sexual harassment** is when someone:



- makes you do sexual things you don't want to do



- does something sexual to you that you don't want them to do



- asks you to do something sexual that you don't want to do



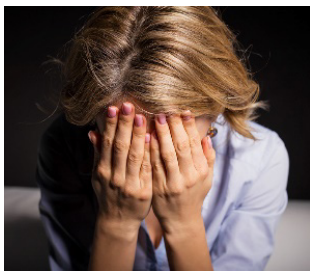
- says sexual things to you when you don't want to hear them.



Some people who have experienced sexual harassment might feel:



- upset



- embarrassed



- scared.



Sexual harassment is against the law.



## Vilification



**Vilification** is when someone shows hatred towards certain people in a public area.

They can show this hatred by:



- yelling or shouting mean things



- putting up mean notices or signs



- making fun of someone.



Vilification is a serious type of discrimination.



Vilification laws protect people:



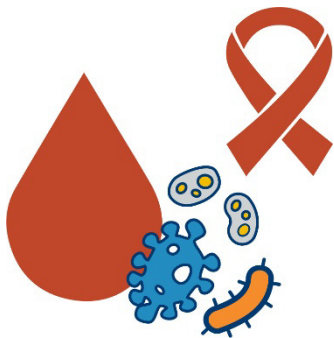
- of different races and religions



- who are gay or lesbian



- who are **transgender**

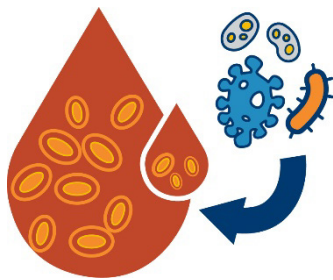


- who have:
  - HIV
  - AIDS.

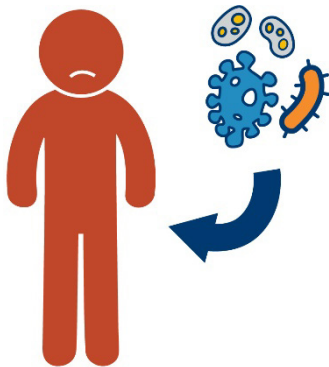




If you are transgender, your gender identity is different now to what you were given when you were born.



HIV is a virus that attacks cells in your body that keep it healthy.



AIDS is an illness you get when your body has been badly damaged by HIV.



If you experience vilification that might cause violence, then you should talk to the police.



## Victimisation



**Victimisation** is when you're treated unfairly because you:



- made a complaint about your experience of discrimination



- helped someone else who experienced discrimination.



Victimisation is against the law.





## If you experience discrimination

There are things you can do if you experience:



- discrimination



- sexual harassment



- vilification



- victimisation.



If you have experienced any of these issues, 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 can contact us if you're not sure if what has happened to you is against the law.



You can contact us if you want more information about the laws for discrimination.



## Complaints



You can make a **complaint** if you've experienced:

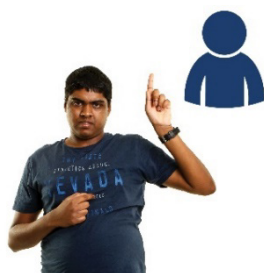
- discrimination
- sexual harassment
- vilification
- victimisation.



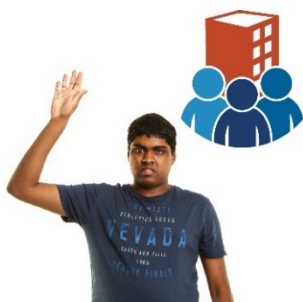
When you make a complaint, you tell someone that something:

- has gone wrong
- isn't working well.

You can make a complaint about:



- a person



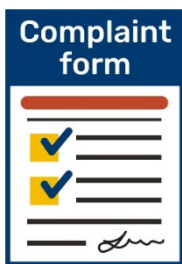
- an organisation.



You can make a complaint by:



- writing to us



- filling out the complaint form on our website.  
[www.antidiscrimination.nsw.gov.au](http://www.antidiscrimination.nsw.gov.au)



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.



## What happens when you make a complaint?



When you make a complaint, we will contact you.

We might:



- call you



- email you



- write you a letter.



We will contact you within 2 weeks from when you made a complaint.



We might ask you for more information.



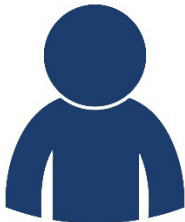


We will explain how we will handle the complaint.

We will also contact the:



- organisation you made a complaint about



- person you made a complaint about.

We will:

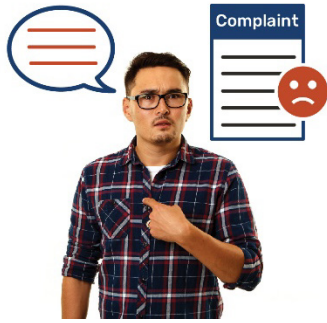


- send a copy of your complaint to them



- explain parts of the law to them.





We will ask the person or organisation you made a complaint about to answer your complaint.

We might have a meeting with:



- you



- the person or organisation you made a complaint about.



We don't take sides in the meeting.





If we can't solve the problem, you might take your complaint to the **NSW Civil and Administrative Tribunal (NCAT)**.



NCAT is like a court.  
They can make a decision about your complaint.



NCAT will:

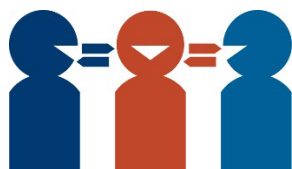
- decide what is fair
- follow the law.





## Other support

If you need an **interpreter** to use our services:



- call **131 450**



- ask the interpreter to call Anti-Discrimination NSW on **(02) 9628 5544**.



An interpreter is someone who:

- speaks your language
- helps you understand what someone is saying.



If you are deaf, or have a hearing or speech impairment, you can call the National Relay Service.

**133 677**





If you need legal help, you can call Law Access.

**1300 888 529**



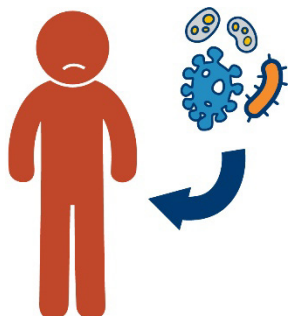
If you need to connect with disability services, you can call Disability Gateway.

**1800 643 787**



## Word list

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



### **AIDS**

AIDS is an illness you get when your body has been badly damaged by HIV.



### **Anti-Discrimination NSW (ADNSW)**

ADNSW is an organisation that helps stop discrimination in NSW.



### **Complaint**

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

- has gone wrong
- isn't working well.



### **Discrimination**

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

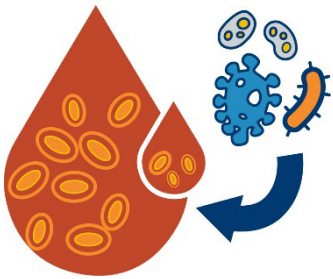




## Gender identity

Your gender identity is not about your body being male or female.

It is about who you feel you are as a person.



## HIV

HIV is a virus that attacks cells in your body that keep it healthy.



## Interpreter

An interpreter is someone who:

- speaks your language
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## NSW Civil and Administrative Tribunal (NCAT)

NCAT is like a court.

They can make a decision about your complaint.



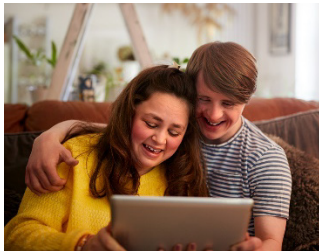
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- does something sexual to you that you don't want them to do
- asks you to do something sexual that you don't want to do
- says sexual things to you when you don't want to hear them.

## Sexuality



Your sexuality is who you:

- love
- are attracted to.

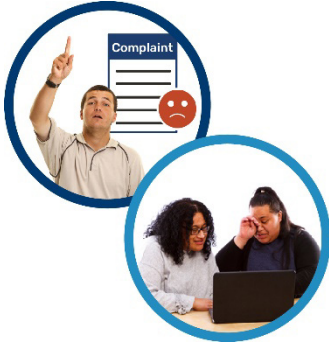


## Transgender

If you are transgender, your gender identity is different now to what you were given when you were born.



## Victimisation



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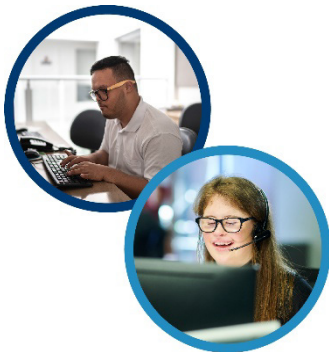
- made a complaint about your experience of discrimination
- helped someone else who experienced discrimination.



## Vilification

Vilification is when someone shows hatred towards certain people in a public area.

## Workplace



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

- an office
- 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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NSW 2124



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

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