



Equal Opportunity  
Tasmania

# Supporting a Multicultural Clarence - Webinar

*A safe space has been created to talk about racism, your rights, discrimination laws and the importance in speaking up and reporting.*

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Supported by the Help to health program Clarence  
City Council

Celebrating Difference  
Embracing Equality

[www.equalopportunity.tas.gov.au](http://www.equalopportunity.tas.gov.au)



Hello and welcome,

Thank you for the invitation to present this session to you as part of the Clarence talks – Help to health.

This session is timely – Our office has seen this year an increase in enquiries, reports and complaints of racism linked to COVID-19.

COVID-19 has nothing to do with race or nationality—and neither fear of the virus nor frustration at the difficulties we all face are excuses for abusing people based on race, nationality or ethnicity.

We all have a role to play to stamp out racist behaviour.

I am Louise Adams and I will be taking this session.



# Racism and the damage it does!

## *Recognition and acknowledgement*

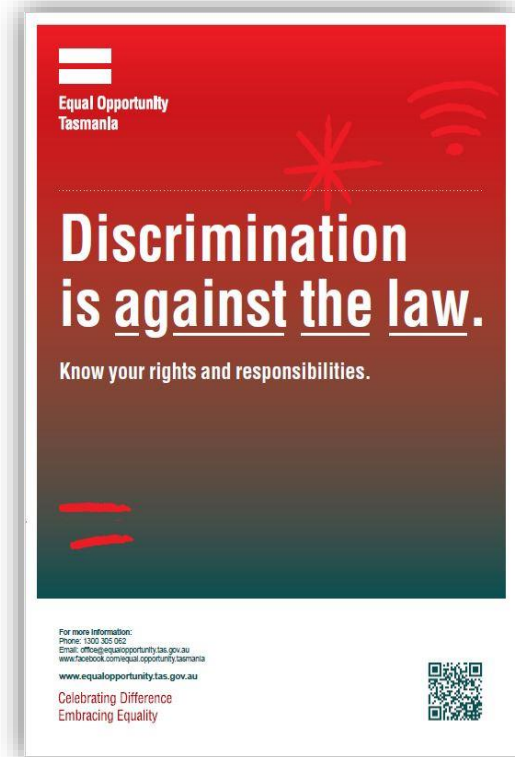
- Creates trauma and pain
  - Re-ignites previous trauma and pain
- Causes a sense of isolation from others
- Feeling of being persecuted for who you are
- Damages mental health and well-being
  - Psychological (inner, spiritual), intellectual (thinking), physical (body)
- Impacts wider community – damages our social fabric



# What is Equal Opportunity Tasmania?

The *Anti-Discrimination Act 1998* (Tas) makes discrimination, offensive or humiliating conduct, sexual harassment, inciting hatred and victimisation unlawful.

- EOT deals with complaints
- Provides training and education on rights and responsibilities for the workplace, community groups and within all types of education.





# Unlawful Discrimination is...

- Less favourable treatment *or* effect
- On the basis of an attribute (personal characteristic)
- In a range of areas
  - Work (paid/unpaid), education, training, shops, clubs, hospitals, banks, state government services, Telstra, public transport (bus, taxi), cinema, Accommodation – residential & business

# Protected attributes (personal characteristics)

- **race**
- age
- sexual orientation
- lawful sexual activity
- gender
- gender identity
- intersex variations of sex characteristics
- marital status
- relationship status
- pregnancy
- breastfeeding
- parental status
- family responsibilities
- disability
- industrial activity
- political belief or affiliation
- political activity
- **religious belief or affiliation**
- **religious activity**
- irrelevant criminal record
- irrelevant medical record
- **association with a person who has or is believed to have any of these attributes**



# Related conduct that is unlawful

- Conduct that offends, humiliates, intimidates, insults or ridicules on the basis of specific attributes
- Sexual harassment
- Inciting hatred, serious contempt or severe ridicule on the basis of specific attributes
- Victimization
- Causing, aiding or inducing discrimination or prohibited conduct
- Advertising or promoting discrimination or prohibited conduct



The **IMPACT** not the **INTENT**

Once can be enough





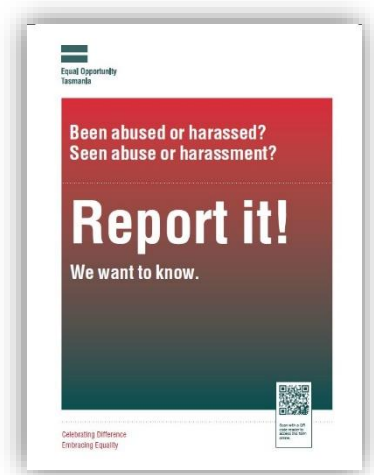
- You have rights – Discrimination is against the law.
- Stop the behaviour from continuing
- Make sure no one else experiences the same behaviour
- Making others accountable for their behaviour  
Victimisation is against the law.
- You have up to 12 months from the incident to make a complaint with Equal Opportunity Tasmania.



# Why make a report

- Safety
- Take a stance
- Tell your story and/or someone else's story
- Preventing the behaviour continuing

Reporting is not the same as making a complaint.

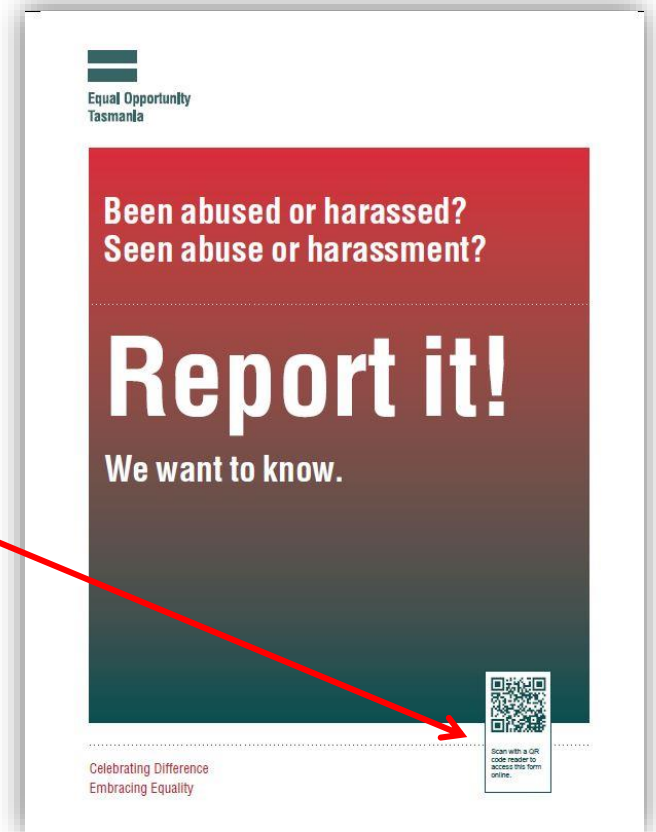




# How to report harmful behaviour

- Report It forms can be filled out on EOT website
- QR Reader scan
- Fill in a paper copy
- Phone our office to report
- **SMS: 0409 401 083**

You can find the Report It form on  
[www.equalopportunity.tas.gov.au](http://www.equalopportunity.tas.gov.au)



# Racial Discrimination

KNOW YOUR RIGHTS

## The *Racial Discrimination Act 1975* (Cth) Australian Human Rights Commission

- Includes race discrimination and racial hatred/racial vilification



# Support the person/s targeted

- Let the person know you don't agree
- Let the person know that (your workplace) does not tolerate racist behaviour...
- Let the person know their rights (laws)
  - Lodge a complaint of discrimination - victimisation
- Let the person know they can report the incident: Equal Opportunity Tasmania, Safe and Fair Community Unit (UTAS), Police, Australian Human Rights Commission...
- Simply ask; *Are you OK?*



# Your rights

- Not be discriminated (racism) or harassed
- Be treated on your own merit (respected)
- Speak up about unlawful/inappropriate behaviour and not be victimised for doing so



# Your responsibility



- Don't discriminate or harass others
- Be respectful of others
- Speak up about racism and other unlawful behaviour
- No victimisation



# Question and answer time







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## Equal Opportunity Tasmania

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