

POLICIES AND PROCEDURES

FOR DEALING WITH SEXUAL HARASSMENT AND DISCRIMINATION



**“WORKING TOWARDS PROVIDING A BETTER
WORKING ENVIRONMENT THROUGH
UNDERSTANDING AND EQUALITY”**

**....We must do what we know to be right
to stop what we know to be wrong.**

(Horne & Anor (1994) EOC 92 591)

As a Union we must not be afraid of change.

As individuals we must not allow our own personal feelings and experiences come between what we know our jobs must be.

Let us all work together to facilitate the change that our Union and the industry desperately need.

Collectively we must provide the employees and the members of the Union with an environment that they feel comfortable working in.

We must work towards restoring confidence back within the membership by providing them with all the necessary support and services they require.

Australasian Meat Industry Employees Union

SEXUAL HARASSMENT POLICY

This document covers the Australasian Meat Industry Employees Union as both an employer and an agent for the membership.

When the term “**employee**” is used this refers to person(s) working directly for the Union and drawing a wage for their services such as Officials, Industrial Officers, Administrative staff etc.

When the term “**member(s)**” is used this refers to person(s) who belong to the Union by means of paying Union dues.

WHAT IS SEXUAL HARASSMENT?

The Union acknowledges its responsibility and obligations as an employer and as an agent to the membership. In the event of unacceptable behaviour coming to the attention of the Union, the Union will take the proper action to ensure a work environment free of sexual harassment.

Sexual harassment is defined as any unwelcome sexual advance, which could include physical, verbal or written advances

It can be further defined as behaviour which is unwelcome and/or offends, humiliates or intimidates the person at which it is aimed.

Sexual harassment in the workplace is unlawful throughout Australia and will not be tolerated by the Australasian Meat Industry Employees Union. It is the policy of the Union to provide its employees and members with a work environment free from sexual harassment.

It is also the policy of this Union to have procedures in place to deal with any complaints of sexual harassment.

The Union will provide its officials, delegates and members with the training and information required to ensure that everyone is aware of the legislation prohibiting sexual harassment.

In the event that any complaint is brought against a member of the union, it will be the Union policy to provide the respondent with the necessary services until such a time as the allegation/s have been proven against the respondent. The Union will at that stage remove all services available to the respondent in relation to the matter, as it is the policy of the Union not to support sexual harassment.

Sexual Harassment May Consist Of

- Offensive comments, jokes or gestures;
- Displays of offensive pictures or books;
- Unnecessary familiarity such as deliberately brushing against a person;
- Demeaning comments about physical appearance or private life;
- Unwanted sexual propositions, demands or advances;
- Unwelcome requests for sex or forced sexual activities.

Whilst single or isolated occurrences of the above behaviour may appear relatively minor, when continued over an extended period they can become very wearing and stressful.

The Effects of Sexual Harassment

The effects of sexual harassment on an individual can include: annoyance, embarrassment, intimidation, humiliation, distress, anxiety, fear, ill health, or a threat to personal safety.

Any effect on an individual will undoubtedly create an environment that conduces negativity and the results of that may be felt in many different forms.

Sexual Harassment and the Law

Definition of Sexual Harassment in the Sex Discrimination Act 1984:
section 28A(i)

“.....a person sexually harasses another person (the “person harassed”) if:

(a) the person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to the person harassed; or

(b) engages in other unwelcome conduct of a sexual nature in relation to the person harassed;

in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the person harassed would be offended, humiliated or intimidated.”

Actions which under the Law may constitute a criminal offence: physically molesting a person;

- indecent exposure;
- sexual assault;
- obscene communications (phone calls, letters, faxes, emails etc.).

Section 94 of the *Sex Discrimination Act 1984* prohibits the victimisation of any person connected with complaints under the Act. This includes any person who has or is considering lodging a complaint of sexual harassment, any person who may supply information and/or documents in regards to the complaint, any person attending interview(s), conciliation conferences and/or appearing as witnesses in regards to the complaint.

The Australasian Meat Industry Employees Union will not tolerate the victimisation of any person in any way connected to the complaint.

What Should You Do?

- Do not ignore sexual harassment. Ignoring the behaviour may be taken for tacit consent.
- Make it clear that such behaviour is offensive and unacceptable.
- Warn others who may be at risk.
- Discuss the situation with your Union Delegate.
- Make a formal complaint.

What your Union will do as an Employer

- Ensure that employees work in an environment free from sexual harassment.
- Have the necessary procedures in place to deal with complaints of sexual harassment.
- Provide employees with the necessary training and information to deal with issues of sexual harassment.

- Provide complainants of sexual harassment with all the necessary services needed to deal with and resolve the sexual harassment complaint.
- Provide assistance to employees who have been victims of sexual harassment.
- Have ongoing policy reviews and updates to coincide with the relevant legislation and/or information.
- Maintain confidentiality with all complaints received.
- Appoint a Sexual Harassment Complaints Officer to receive and process the complaints.

What your Union will do as an Agent for the Membership

- Insist that employers provide members with a work environment free of sexual harassment.
- Have the necessary procedures in place to deal with complaints of sexual harassment.
- Provide officials, delegates and members with the necessary training and information to deal with issues of sexual harassment.
- Provide complainants of sexual harassment with all the necessary services needed to deal with and resolve the sexual harassment complaint.
- Provide equal representation in cases where a sexual harassment complaint is brought against a member of the union until such an allegation is proven.
- Provide assistance to members who have been victims of sexual harassment.
- Have ongoing policy reviews and updates to coincide with the relevant legislation and/or information.
- Maintain confidentiality with all complaints received.
- Appoint a Sexual Harassment Complaints Officer to receive and process the complaints.

Confidentiality

It is the policy of this Union to maintain confidentiality. The Union will not release any information outside the complaints process without the prior written consent of the person(s) involved.

Sexual Harassment will not be tolerated by this Union under any circumstances.

If you are being sexually harassed you can put a stop to it by contacting your Union.

Let's work together to eliminate sexual harassment from your workplace.

Australasian Meat Industry Employees Union

SEXUAL HARASSMENT COMPLAINT PROCEDURES

This document covers the AMIEU as both an employer and an agent for the membership. When the term “**employee**” is used this refers to person(s) working directly for the Union and drawing a wage for their services, such as Officials, Industrial Officers, Administrative staff etc.

When the term “**member(s)**” is used this refers to person(s) who belong to the Union by means of paying Union dues.

The following procedures have been put in place to work within the guidelines of our policy on sexual harassment and to further affirm the Union position on the issue of sexual harassment.

These procedures have been put in place to assist complainants and respondents in dealing with issues of sexual harassment.

Union officials, delegates, members and employees of the Union can use these procedures to assist in the elimination of sexual harassment from the workplace.

Who are the parties that are involved in a sexual harassment complaint?

Who is the Complainant?

This refers to the person who makes the complaint of sexual harassment.

Who is the Respondent?

This refers to the person(s) or organization who has had a complaint of sexual harassment brought against them.

Who Handles Complaints?

The Union has a person in each branch office appointed as a Sexual Harassment Complaints Officer who will handle all complaints brought to the attention of the Union. These Officers can be found on the Contact List at the back of this document.

The Human Rights and Equal Opportunity Commission (HREOC) deals with formal complaints of sexual harassment. They are dealt with initially with conciliators and if this process is not successful, the complaint will go before the Commission.

What to do if you feel you are being sexually harassed

Steps for Making a Complaint.

The Union has chosen to follow the procedures set out by the HREOC.

1. If possible, let the person(s) who are harassing you know that they are offending you or making you feel uncomfortable.
2. If you feel that you cannot tell them, or if you have told them and they continue to do it. You may want to speak to your Union Delegate.
3. If you do not wish to speak to your Union Delegate, contact the Union Sexual Harassment Complaints Officer. A list of contact numbers is attached to this document. If you are not sure who to contact ask your Union branch office put you in touch with the Sexual Harassment Complaints Officer.
4. It is a good idea if you can keep a written report of the incident(s) that have taken place, whether you have approached anyone about it, and any action taken as a result. Write down the names of the people you have spoken to and if possible the time and date of that conversation (these people may be called as witnesses).
5. If you are not satisfied in dealing with the complaint informally, you may lodge a formal complaint. You can do this through the Union or directly through the HREOC. You will be asked to talk about the incident(s) and formal notes will be taken of the interview.
6. You will be provided with the transcripts of the interview(s).
7. You may have your Union Delegate or another person present at the interview(s).
8. The Complaints Officer will then speak to the respondent(s) who will be told of the exact complaint(s), advised of their rights and the Union's position on sexual harassment.
9. The Respondent will be given the opportunity to fully respond to the allegations and formal notes will be taken of this interview.
10. The Respondent will be issued with the transcripts of the interview(s).
11. The Respondent has the right to have the Union delegate or another person present.
12. Witnesses may be called if the complaints officer feels it necessary to establish facts.
13. A report will then be written by the Complaints Officer and issued to the Federal Secretary and State Branch Secretary. The report will set out the information gained at the interviews and the recommendations regarding appropriate action that should be taken.
14. When a decision has been made regarding the complaint, both parties will be formally notified including the reasons for the decision.
15. If either party is not satisfied with the decision or the reasons for that decision they have the right to lodge an appeal within the Union or with the appropriate body under the legislation.

Disciplinary action that may be faced by a harasser

The Union as outlined in the policy takes a very strong position in relation to proven cases of sexual harassment.

If a complaint is proven against a respondent the Union will remove all forms of service to that person in relation to the matter.

Disciplinary Action can include:

If you are an employee of the Union

warning and counselling
downgrading of job status and responsibilities including rates of pay
transfer to another position
closer supervision of conduct
suspension of duties without pay;
dismissal.

If you are a member of the Union

Expulsion from Union membership.

Confidentiality

It is the policy of the AMIEU to maintain confidentiality. The Union will not release any information outside the complaints process without the prior written consent of the person(s) involved.

The Australasian Meat Industry Employees Union strongly recommends that you familiarise yourself with the Union's policy on sexual harassment as well as the complaints procedures in place.

If you are not sure of what to do please do not hesitate to talk to your Union delegate and/or your Union office. All complaints will be dealt with in the utmost of confidentiality.

If you are being harassed please tell your Union.

If you are harassing someone we strongly recommend that you stop it immediately.

Australasian Meat Industry Employees Union

ANTI-DISCRIMINATION POLICY

This document covers the AMIEU as both an employer and an agent for the membership. When the term “**employee**” is used this refers to person(s) working directly for the Union and drawing a wage for their services such as Officials, Industrial Officers, Administrative staff etc.

When the term “**member(s)**” is used this refers to person(s) who belong to the Union by means of paying Union dues.

WHAT IS DISCRIMINATION?

The Union acknowledges its responsibility and obligations as an employer and as an agent to the membership. In the event of unacceptable behaviour coming to the attention of the Union, the Union will take the proper action to ensure a work environment free from discrimination.

Discrimination can be defined as a distinction, exclusion or preference... which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

The *Sex Discrimination Act 1984* makes discrimination on the grounds of sex, marital status and pregnancy unlawful in a range of areas of public life such as employment, accommodation, and the provision of goods and services.

The *Industrial Relations Act 1988* seeks to prevent and eliminate discrimination on the grounds of race, colour, sex, sexual preference, age, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction, social origin and physical and mental disability.

The *Racial Discrimination Act 1975* seeks to make discrimination against people on the basis of their race, colour or national or ethnic origin unlawful.

The *Disability Discrimination Act 1992* makes it unlawful to treat people with a disability which can be physical, intellectual, psychiatric, sensory, neurological, learning disabilities, physical disfigurement or the presence in the body of disease causing organisms, less favourably than people without a disability.

The law under all of the above Federal and State Legislation makes it unlawful to victimise people connected with any complaints of discrimination. This includes anyone who has lodged or is considering lodging a complaint of discrimination, people who provide information in relation to the complaint, people attending interviews, conciliation conferences and/or appearing as witnesses.

The Australasian Meat Industry Employees Union will not tolerate the victimisation of any person wanting to lodge and/or take part in a discrimination complaint.

It is the policy of this Union to insist that employers provide the members of the Union with a workplace free of any type of discrimination.

It is also the policy of the Union to have procedures in place to deal with any reports of discrimination.

The Union will not discriminate when making appointments to its own staff.

The Union's policy shall be that if a member wishes to apply for any position at a worksite, that application should be dealt with free of discrimination.

It is also the policy of the Union to encourage women to apply for positions that in the past were traditionally male. The Union will do everything it can to ensure these applications are treated fairly by employers.

The Union will provide its officials, delegates and members with the training and/or information required to ensure that everyone is aware of the legislation and is in a position to help prevent and eliminate discrimination from everyday life.

The Union will provide the complainant with all the necessary support and services required until such time as the allegations are disproved.

In the event that any complaint is brought against a member of the Union, it will be the Union policy to provide the respondent with the necessary services until such a time as the allegation(s) have been proven against the respondent. The Union will at that stage remove all services available to the respondent in relation to the matter, as it is the policy of the Union not to support any type of discrimination.

There are two types of discrimination:

Direct Discrimination occurs when someone receives less favourable treatment than another in the same position would have received, on the grounds of their sex, marital status or pregnancy.

Indirect Discrimination occurs in policies and practices implemented by employers and/or Unions which appear to be neutral, but which actually adversely affect a higher proportion of people of one sex or marital status than of the other.

The discrimination does not have to be intentional. An example could be clauses in awards that discriminate against a certain group, eg: "females shall not be allowed to work the night shift".

What Should You Do?

If you feel that you have been discriminated against, this Union urges you to have those complaints known to the Union so that it can take the necessary steps to eliminate the discrimination.

The Union recommends you take the following steps:

1. Do not ignore the discrimination
2. Talk to your Union delegate.
3. Advise your Union office.
4. If possible, keep written records of your complaints.
5. If you feel it necessary, talk to your co-workers as they may also be experiencing some sort of discrimination.

What Your Union Will Do

As an Employer:

- Provide employees with a work environment free of discrimination
- Have the necessary procedures in place to deal with discrimination complaints.
- Provide staff with the necessary training and/or information to deal with issues of discrimination
- Provide complainants of discrimination with all the necessary services needed to deal with and resolve the complaint.
- Provide assistance to employees who have been victims of discrimination.
- Have ongoing policy reviews and updates to coincide with the relevant legislation and/or information.
- Maintain confidentiality with all complaints received.

As an Agent for the Membership

- Insist that employers provide members with a work environment free of discrimination.
- Have the necessary procedures in place to deal with discrimination complaints.
- Provide Officials, delegates and members with the necessary training and information to deal with issues of discrimination.
- Provide complainants of discrimination with all the necessary services needed to deal with and resolve the complaint.
- Provide equal representation in cases where a complaint is brought against a member of the union until such allegations are proven.
- Provide assistance to members who have been victims of discrimination.
- Have ongoing policy reviews and updates to coincide with the relevant legislation and/or information.
- Maintain confidentiality with all complaints received.

Confidentiality

It is the policy of this Union to maintain confidentiality. The Union will not release any information outside the complaints process without the prior written consent of the person(s) involved.

The Australasian Meat Industry Employees Union urges you to work together in helping to eliminate all types of discrimination from your workplace.

Australasian Meat Industry Employees Union

DISCRIMINATION COMPLAINT PROCEDURES

This document covers the AMIEU as both an employer and an agent for the membership. When the term “**employee**” is used this refers to person(s) working directly for the Union and drawing a wage for their services such as Officials, Industrial Officers, Administrative staff etc.

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The following procedures have been put in place to work within the guidelines of our policy on anti-discrimination and to further affirm the Union position on the issue of discrimination in the workplace.

These procedures have been put in place to assist person(s) who have been discriminated against in their place of work.

The Union Officials, delegates, members and employees of the Union can use these procedures to assist in eliminating discrimination from the workplace.

The legislation that protects you from discrimination

The *Sex Discrimination Act 1984* protects you from being discriminated against on the grounds of sex, marital status and pregnancy in your place of employment.

The *Industrial Relations Act 1988* protects you from being discriminated against on the grounds of race, colour, sex, sexual preference, age, marital status, family responsibilities, pregnancy, religion, political opinion, national extraction, social origin and physical and mental disability.

The *Racial Discrimination Act 1975* seeks to make discrimination against people on the basis of their race, colour or national or ethnic origin unlawful.

The *Disability Discrimination Act 1992* makes it unlawful to treat people with a disability which can be physical, intellectual, psychiatric, sensory, neurological, learning disabilities, physical disfigurement or the presence in the body of disease causing organisms, less favourably than people without a disability.

Who are the parties involved in a discrimination complaint?

Who is the Complainant?

This refers to the person who makes the complaint of discrimination.

Who is the Respondent?

This refers to the person(s) or organization who has had a complaint of discrimination brought against them.

Who handles the Complaint?

You can take the complaint of discrimination directly to **your Union**. The Union has trained personnel to deal with complaints of discrimination. You can do this directly by contacting the Union yourself or you can ask your Union delegate to try to deal with the complaint or for them to bring it to the attention of the Union Office.

If you wish to lodge a formal complaint you may do so directly by contacting the **Human Rights and Equal Opportunity Commission (HREOC)** yourself or you can ask your Union to lodge the complaint on your behalf.

What to do if you feel that you are being discriminated against.

- Make yourself aware of the legislation
- Be aware of the Union policy in regards to discrimination
- Be aware of the Union policy in regards to victimisation
- If you are not sure ask your Union delegate to provide you with the information in relation to these issues.
- If you feel what you cannot speak to your Union delegate contact your Union office and ask to speak to someone who is trained in dealing with issues of discrimination.

The Complaints Process

The Union has chosen to follow the procedures as set out by the HREOC.

1. If you can, keep a record of conversations and/or incidents that relate to issues of discrimination.
2. Write down who you spoke to and on what date. This will be helpful in establishing individual responses to the issue of discrimination.
3. If you are not satisfied in dealing with the complaint informally, you may lodge a formal complaint either through the Union or directly through HREOC. You will be asked to talk about your discrimination complaint.
4. Formal notes will be taken of the interview.
5. You will be provided with transcripts of the interview(s).
6. The respondent will be notified of the complaint, advised of their rights and the Union's position regarding discrimination.
7. The respondent will be given the opportunity to present a case and respond to the allegations.
8. The respondent will be issued with transcripts of the interview(s).
9. A report will be written by the person dealing with the complaint and issued to the Federal Secretary and the State Branch Secretary. The report will outline the complaint and the recommendations regarding appropriate action that should be taken.
10. When a decision has been made regarding the complaint, both parties will be formally notified of that decision.
11. If either party is not satisfied with the decision, they have the right to lodge an appeal within the Union or with the appropriate body under the legislation.

The anti-discrimination policy and complaints procedures as outlined cover all the Acts available under Federal legislation.

Legislation, the aim of which is to protect equal opportunity, has been enacted in New South Wales, Victoria, Queensland, South Australia, Western Australia and the ACT. Attached to this policy is a table summarising this legislation.

Confidentiality

It is the policy of this Union to maintain confidentiality. The Union will not release any information outside the complaints process without the prior written consent of the person(s) involved.

**The Australasian Meat Industry Employees Union strongly recommends
that you familiarise yourself with the Union policy on discrimination
as well as the complaints procedures.**

**If you are not sure of your rights please do not hesitate to speak to your Union delegate and/or
contact your Union office.**

**There are laws that protect all workers from being discriminated against.
All complaints will be dealt with in the utmost of confidentiality.**

ANTI-DISCRIMINATION AND EQUAL OPPORTUNITY LEGISLATION IN AUSTRALIA

JURISDICTION	GROUNDS OF DISCRIMINATION	PRINCIPAL ASPECTS OF EMPLOYMENT COVERED	PRINCIPAL GROUNDS OF EXEMPTION
FEDERAL			
<i>Racial Discrimination Act 1975</i>	Race, colour, national or ethnic origin (or that of relative or associate), victimisation of person involved in action under the Act	Recruitment, conditions, promotion, termination, dealings with employment agencies, trade union membership, advertisements	Employment on ship or aircraft (not Australian) if the employee taken on outside Australia
<i>Sex Discrimination Act 1984</i>	Sex, marital status, pregnancy, family responsibilities, sexual harassment, victimisation of person involved in action under Act	Generally same as Federal Racial Discrimination Act	Domestic duties at "home", genuine occupational qualifications; combat duties; partnerships of less than six persons
<i>Disability Discrimination Act 1992</i>	disability, including physical, sensory, intellectual, psychiatric, mental illness or disorder, and presence in body of organisms causing disease, victimisation of person involved in action under the Act	generally same as Federal <i>Racial Discrimination Act</i>	only reasonable accommodation need be made, person against whom complaint made may argue that accommodation will involve unjustifiable hardship; employer can argue person with disability is unable to carry out requirements of job
<i>Affirmative Action (Equal Employment Opportunity for Women) Act 1986</i>	No grounds of discrimination (requires private sector co's with more than 100 employees and higher educational institutions to implement affirmative action programs for the employment of women and submit annual progress reports. Failure to submit report or provide information on request without reasonable excuse cause organization after prior notification to be named in Parliament.		
<i>Equal Employment Opportunity (Commonwealth Authorities) Act 1987</i>	Extends principles of equal employment opportunity to most Commonwealth statutory authorities not covered by existing legislation. Equal opportunity programs required to commence on 1 July 1987. Annual reports to be lodged with responsible Minister or Public Service Board. Relevant groups women, Aboriginals, migrants whose first language is not English and their children, physically and mentally disabled and descendants of Torres Strait Islanders		
<i>Human Rights and Equal Opportunity Commission Act 1986</i>	Breaches of human rights by the Commonwealth and discrimination in employment on the basis of race, colour, sex, religion, political opinion, national extraction, social origin, age, medical record, criminal record, impairment (including actual or imputed HIV/AIDS infection) marital status, mental intellectual or psychiatric disability, nationality, physical disability, sexual preference, trade union activity.		

NEW SOUTH WALES			
<i>Anti-Discrimination Act 1977</i>	race, sex, marital status, physical impairment, intellectual impairment, homosexuality, compulsory retirement made unlawful	recruitment, conditions, promotion, dismissal, contract workers and commission agents' terms, membership of partnership or union, access to qualifications, dealings with employment agencies, advertisements	genuine occupational qualifications, employment in a private household, an establishment of less than 5 employees or by a private educational authority; pregnancy at the time of hiring, terms in industrial awards or agreements, impairment requiring provision of special facilities not reasonably available or rendering a person incapable of doing the work.
VICTORIA			
<i>Equal Opportunity Act 1984</i>	sexual harassment, status (sex, marital, parental, race, physical and mental impairment) private life (religion, political belief, sexual activity)	recruitment, conditions, promotion, dismissal, engagement of agent, contract workers' benefits, partnership benefits and expulsion, membership of industrial or professional organization; access to qualifications, dealings with employment agencies, advertisements	genuine occupational qualifications, employment where the number of persons employed is no more than 3, employment in a private household (not more than 3 employees), impairment resulting in risk of injury to persons or requiring special facilities not reasonably available or rendering a person incapable of adequately doing the work.
QUEENSLAND			
<i>Anti-Discrimination Act 1991</i>	sex, marital status, pregnancy, parental status, age (compulsory retirement after 1/7/94, race, impairment, religion, political belief or activity, trade union activity, lawful sexual activity, association with or relation to a person identified by any of the above attributes, sexual harassment	work (including pre work areas) partnerships, professional, trade or business organizations, qualifying bodies, employment agencies, superannuation	genuine occupational requirements, residential domestic or childcare services, work with children, religious institutions, positions requiring married couple, youth wages, where impaired person has restricted capacity to perform work, where impaired person would require special facilities, positive discrimination, acts done under statutory authority, certain acts done by religious bodies.
SOUTH AUSTRALIA			
<i>Equal Opportunity Act 1984</i>	sex, marital status, pregnancy, sexuality, physical and intellectual impairment, race, sexual harassment, age	job applicants, employees, commission agents, contract workers, partnerships, associations, qualifying bodies, educational authorities, provision of land, goods and services; accommodation; superannuation; advertising	genuine occupational qualifications; employment in a private household with less than 5 employees; partnerships of less than 6 persons on ground of sexuality only; wage and salary rates in cases of impairment, employers able to advertise specifically for juniors
WESTERN AUSTRALIA			
<i>Equal Opportunity Act 1984</i>	sex, marital status, pregnancy, family responsibility or status, race, religious or political conviction, sexual harassment, racial harassment, physical and intellectual impairment, age	job seekers, terms and conditions of employment, opportunities for promotion, transfer or training, dismissal; independent contractors, commission agents, contract workers, partnerships, professional or trade organizations, qualifying bodies, employment agencies; education; access to places and vehicles; provision of goods or services, availability of facilities; accommodation; clubs; advertising	genuine occupational qualifications; partnerships of less than 6 persons, voluntary and charitable bodies; employment in private households; rights or privileges connected with pregnancy or childbirth; employment of a married couple; measures intended to achieve equality; superannuation and insurance; special needs of persons of a particular race; employment by a private educational authority; religious beliefs and practices; acts done under statutory authority.
<i>Spent Convictions Act 1988</i>	spent conviction	offering employment, terms and conditions afforded, access to promotion, transfer or training; dismissal, other detriment; commission agents, contract workers, unions, qualifying authorities employment agencies.	as per <i>Equal Opportunity Act</i> (note that enforcement of this Act is as per <i>Equal Opportunity Act</i>)

A.C.T.			
<i>Discrimination Act 1991</i>	sex, sexuality, transsexuality, marital status, status as a parent or carer, pregnancy, race, religious or political conviction, membership of organization of employees; association with person identified by one of the above attributes, sexual harassment	employment, including applications for employment,; commission agents, contract workers, partnerships, professional or trade organizations, qualifying bodies, employment agencies.	domestic duties, residential care of children, positive discrimination, superannuation, acts done under statutory authority, acts of voluntary and religious bodies, genuine occupational qualification, employment of married couple, religious and political workers, impaired person unable to carry out work or requiring special facilities.
NORTHERN TERRITORY			
<i>Anti-Discrimination Act 1992</i>	race, sex, sexuality, age, marital status, pregnancy, parenthood, breastfeeding, impairment, trade union or employer association activity, religious belief or activity, political opinion, affiliation or activity, irrelevant medical record, irrelevant criminal record, association with a person who has or is believed to have one of above attributes	offering or refusing to offer work; access to training programs; variation of terms and conditions, giving opportunities of promotion etc, dismissal, professional and trade organizations, qualifying bodies, employment agencies.	age or impairment leading to restricted capacity to do work, genuine occupational qualification, inability to perform inherent requirements even where special needs taken into account, domestic work, standard commencement or retirement age, sexuality where working with children.

Australasian Meat Industry Employees Union

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