

fact sheet 7

- ☞ trying to get accommodation (eg being offered a discount on a room if you have sex)
- ☞ when you try to buy things from, or do business with, a place (eg when a shop owner tries to crack onto you)
- ☞ trying to get into a place like a club (eg when a bouncer asks you to show your tits to get in).

What is vilification?

The law also says that no-one can do anything in **public** which makes other people hate you because you're Aboriginal, gay, lesbian, transgender, or have HIV or AIDS. This includes stuff like:

- ☞ writing/drawing graffiti
- ☞ making speeches
- ☞ writing articles in newspapers
- ☞ printing slogans on t-shirts.

This type of behaviour is called vilification.

Making a complaint

If you want to complain about discrimination call the NSW Anti-Discrimination Board or Australian Human Rights Commission. You **must** complain within 12 months of the discrimination happening.

If you think that you've been discriminated against or are a victim of sexual harassment call:

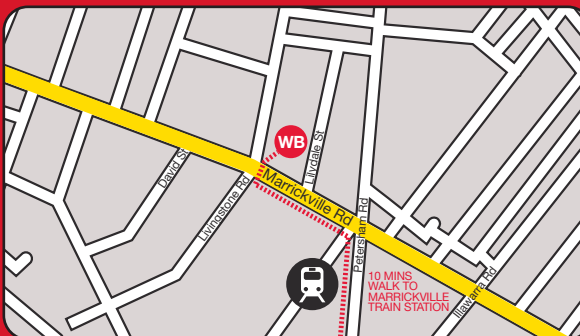
Wirringa Baiya Aboriginal Women's
Legal Centre

1800 686 587

Anti-Discrimination Board
1800 670 812 / 9268 5544

Australian Human Rights
Commission

1300 656 419



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DISCRIMINATION AND SEXUAL HARASSMENT



DISCRIMINATION AND SEXUAL HARASSMENT

What is discrimination?

Discrimination is when you're treated unfairly or differently because you belong to a particular group.

When is discrimination against the law?

Discrimination is against the law if you can choose:

- **ONE** thing from Box 1; **AND**
- **ONE** thing from Box 2.

BOX 1

You were treated unfairly because you are:

- ☞ Aboriginal (or some other race)
- ☞ male or female
- ☞ married, single or living together as boyfriend/girlfriend (de-facto)
- ☞ gay or lesbian, or someone thinks you are
- ☞ considered too old or too young
- ☞ disabled – whether your disability is physical, mental or related to a disease
- ☞ transgender or transsexual, or someone thinks you are
- ☞ pregnant
- ☞ related to or hang out with someone who is one of the above.

BOX 2

This unfair treatment happens when you are:

- ☞ at work
- ☞ looking for work
- ☞ at school, TAFE or another education place
- ☞ at a registered club
- ☞ trying to get accommodation or dealing with a landlord
- ☞ trying to buy something from or do business with a place like Centrelink, a bank, hospital, a local council or a shop
- ☞ trying to get into a place or use transport.

It is also discrimination if you are treated unfairly by your employer, or when applying for a job, because you need to care for a child or close family member.

Sexual harassment

What is sexual harassment?

Sexual harassment is a form of discrimination. It is any sexual action, which makes you, feel uncomfortable, 'shamed', embarrassed, offended or intimidated. It can include:

- ☞ unwelcome sexual advances (when someone tries to crack onto you)
- ☞ requests for sexual favours
- ☞ sexual jokes
- ☞ wolf-whistling
- ☞ staring
- ☞ unwanted touching.

If sexual harassment happens in **one** of the following situations it is against the law:

- ☞ at work or trying to get work (eg if your workmates make sexual jokes or have porno/rude pictures lying around)
- ☞ at school, TAFE or other education places (eg if a teacher asks for sex or touches you in a sexual way)
- ☞ at a sporting activity (eg if your coach makes sexual comments to you or rubs against you in a sexual way)

Turn over...