

Disability Discrimination: Know your Rights

What is disability discrimination?

Disability discrimination is when a person with a disability is treated less favourably than a person without the disability in the same or similar circumstances.

How is 'disability' defined?

The definition of 'disability' used in the Act is broad. It includes physical, intellectual, psychiatric, sensory, neurological and learning disabilities. It also includes physical disfigurement and the presence in the body

What can I do if I experience discrimination?

You may want to deal with the situation yourself by raising it directly with the person or people involved or with a supervisor, manager or discrimination/harassment contact officer. Making a complaint to the Commission If this does not resolve the situation, or you do not feel comfortable doing this, you can make a complaint to the Australian Human Rights Commission. You can also have someone such as a solicitor, advocate or trade union representative make a complaint on your behalf. It does not cost anything to make a complaint to the Commission.

What can I do to prevent discrimination?

You, and other people from the community, can help ensure that people with disability have the same opportunities as other Australians to participate in the political, economic and social life of our communities by letting us know what is happening.

Where can I get more information?

The Australian Human Rights Commission's contact details are: 1800 620 241
communications@humanrights.gov.au / www.humanrights.gov.au