



Discrimination in NSW

Four things you need to know

Know your rights and responsibilities and help STOP discrimination, harassment, sexual harassment and bullying!

WHAT is unlawful discrimination in NSW?

Unlawful discrimination is treating a person less favourably than others in similar situations because of their:

- age
- disability
- homosexuality
- marital or domestic status
- race
- responsibilities as a carer
- sex (including breastfeeding and pregnancy)
- transgender status.

WHEN does the law apply?

The law applies in areas including:

- providing goods and services (such as shops, banks, hospitals, hotels, sporting facilities, clubs and entertainment venues)
- work, for example:
 - recruitment
 - terms and conditions of employment
 - becoming qualified or licenced
 - joining a trade union or employer association
- when renting a house or flat
- at a government school, college or university.

WHAT must I do for customers?

As a service provider, you must take all reasonable steps to ensure that you and your employees, contractors and agents do not discriminate against your clients or customers by:

- refusing to provide goods or services
- offering goods and services on different terms - for example requiring a larger deposit
- subjecting them to harassment or bullying
- not providing reasonable adjustments for a person with a disability.

WHAT must I do as an employer?

You must take all reasonable steps to ensure that you and your employees, contractors and agents do not discriminate against, harass or bully other employees.

Your employees, contractors and agents are responsible for:

- their own behaviour at work
- complying with your anti-discrimination, harassment and bullying policies.

You also have the right to take action if you are personally discriminated against, harassed or bullied, for example by your suppliers.

Need more information? Get FREE confidential advice

ANTI-DISCRIMINATION BOARD OF NSW • www.antidiscrimination.justice.nsw.gov.au

Phone (02) 9268 5544 • Toll free 1800 670 812 (for regional NSW) • For an interpreter call 131 450

Email enquiries: adbcontact@justice.nsw.gov.au • Email complaints: complaintsadb@justice.nsw.gov.au

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