



TABLE OF CONTENTS

- [From the President](#)
- [Bullying is more than unfriending](#)
- [When discrimination has a positive effect](#)
- [Using “deep democracy” to prevent bullying](#)
- [Complaints resolved through conciliation](#)
- [Don't be a turkey at Christmas - FREE Poster](#)

IN OTHER NEWS

Seminars 2016

Skills for Contact Officers

- 1 March - Newcastle
- 16 March - Sydney

Skills for Grievance Handling

- 15 March - Wollongong
- 10 May - Sydney
- 14 June - Newcastle

Bullying and Harassment Prevention

- 5 April - Sydney
- 10 May - Wollongong
- 11 May - Newcastle

Workplace training



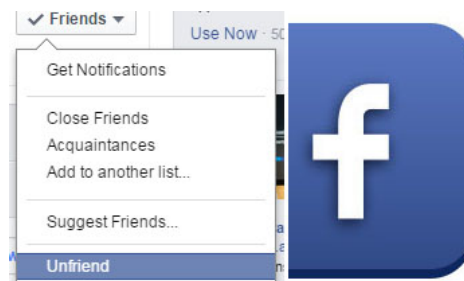
From the President

Welcome to the newsletter of the Anti-Discrimination Board of NSW. Our reports will keep you up to date with recent **legal decisions**, current issues, news from the Board and complaint **conciliations**. Please also consider our **training service** and **publications**, which can help you to make sure that your workplace is discrimination-free.

Stepan Kerkyasharian AO, President

Bullying is more than unfriending

Media attention has focussed on a recent case which involved a real estate agent being “unfriended” on Facebook by her employer, but this is not the full story.



[Read more](#)

When discrimination has a positive effect

When the Australian Rail Track Corporation received an exemption from the Anti-Discrimination Act and advertised positions for women only, the response was astounding.



[Read more](#)

Using “deep democracy” to prevent bullying

How you can use the technique of “deep democracy” to reduce the likelihood of bullying in your organisation.



[Read more](#)

Our **on-site training** can help employers and service providers to meet their obligations under the Anti-Discrimination Act (NSW) and create a fair, safe and respectful workplace.

[Find out more](#)

Follow Us



Facebook



Twitter

Subscribe to e-newsletter



Complaints resolved through conciliation

- [Removed because of age despite “exceptional” work](#)
- [Harassment compounded by past experience](#)
- [Aboriginal group asked for bond](#)
- [Disparaging remarks upon 'coming out' as a homosexual](#)

Don't be a turkey at Christmas - FREE Poster

The Anti-Discrimination Board has produced a poster addressing the harassment which can occur at work Christmas parties.

The poster is available free for Equal Time subscribers to [download](#) and print.

The Anti- Discrimination Board wishes its readers a MERRY CHRISTMAS and a safe NEW YEAR!!!



[Edit your subscription](#) | [Unsubscribe](#)

Anti-Discrimination Board of NSW
Phone 02 9268 5555 or 1800 670 812
Email: adbcontact@justice.nsw.gov.au
www.antidiscrimination.justice.nsw.gov.au