



Submission to:

**The Australian Human Rights Commission
Consultation on Protection from Discrimination on
the Basis of Sexual Orientation and Sex and/or
Gender Identity**

November 2010

About ACON

ACON (formerly known as the AIDS Council of NSW) was formed in 1985 as part of the community response to the impact of the HIV/AIDS epidemic in Australia. Today, ACON is Australia's largest community-based gay, lesbian, bisexual and transgender (GLBT) health and HIV/AIDS organisation. ACON provides information, support and advocacy for the GLBT community and people living with or at risk of acquiring HIV, including sex workers and people who use drugs.

ACON is home to the Community Support Network (CSN), the Positive Living Centre (PLC), the Lesbian and Gay Anti-Violence Project (AVP) and the Sex Workers Outreach Project (SWOP). ACON has its head office in Sydney as well as branches in the Illawarra, Northern Rivers, the Hunter region and the Mid North Coast.

General Comments

The impact of discrimination on gay, lesbian, bisexual, transgender (GLBT) communities is well documented. They include negative impacts on mental health, higher levels of suicide, higher rates of substance abuse, verbal and physical violence as well as economic disadvantage.¹ Discrimination violates the fundamental principle of equality and the human rights of the victims.

ACON welcomes the opportunity to make a submission to the Australian Human Rights Commission on protecting GLBT and sex and gender diverse people from discrimination. ACON works within a framework that advocates for a society that protects and promotes human rights as the foundation for good health, and in this light, sees this consultation process as vital to working towards a legal framework that protects against the impacts of discrimination which in many circumstances, can lead to lower health outcomes.

ACON fully support the protection of intersex people in anti-discrimination legislation, and encourages the Commonwealth to consult with the intersex community to achieve this end. This submission however will be grounded in ACON's experience as a community health organisation working within the GLBT community.

¹ Australian Research Centre in Sex, Health & Society, *Private Lives: a report on the health and wellbeing of GLBTI Australians*, (2006); L Hillier, T Jones, M Monagle *et. al.*, *Writing themselves in 3: The third national study on the sexual health and wellbeing of same sex attracted and gender questioning young people*, Australian Research Centre in Sex, Health and Society, La Trobe University, (2010); NSW Gay and Lesbian Rights Lobby, *The Pink Ceiling is Too Low*, (2003); NSW Attorney General's Department, *You Shouldn't Have to Hide to be Safe*, (2001), Beyondblue, *Feeling Queer and Blue*, (2009).

We have seen all states and territories in Australia legislate to prohibit discrimination on the ground of sexual orientation.² The Commonwealth government has also recognised the negative impacts of discrimination in other areas which prohibit discrimination on the basis of race,³ sex (including marital status),⁴ disability⁵ and age.⁶ However, the Commonwealth has yet to introduce protections against discrimination on the grounds of sexual orientation and sex and gender identity.

Protections at the Commonwealth level are required so that government services are prohibited from discriminating on the grounds of sexual orientation and sex and gender identity. The recent case of *Commonwealth of Australia v Anti-Discrimination Tribunal (Tasmania)*⁷ at the Full Federal Court ruled that the Commonwealth and its agencies were not bound by the Anti-Discrimination legislation enacted by the Tasmanian government. This ruling demonstrates the need for anti-discrimination protections at the Commonwealth level for GLBT people as universal protection at state and territory levels will not adequately protect GLBT people from discrimination.

Experiences of discrimination from Commonwealth funded services such as aged care services⁸ are well documented, there have also been cases of discrimination against immigrants and asylum seekers by the Department of Immigration and Citizenship and their contractual partners. These experiences of discrimination violate the human rights of GLBT people, especially their right to non-discrimination, their right to equality before the law and their right to health,⁹ all rights guaranteed in the *International Covenant on Civil and Political Rights* and the *International Covenant on Economic, Social and Cultural Rights*, both of which Australia have signed and ratified.

ACON welcomes the moves made by the Commonwealth to amend 84 pieces of legislation in 2008 that discriminated against same-sex couples in a number of areas. To build upon this progress made in realising the rights of GLBT people, ACON recommends that the Commonwealth introduce legislation to extend the coverage of anti-discrimination laws to include GLBT and sex and gender diverse people. The legislation should reflect the international human rights laws on this issue and be in accordance with the *Yogyakarta Principles*.

² Definitions vary between jurisdiction, they include “homosexuality”, “sexuality” and “sexual orientation”

³ *Racial Discrimination Act 1975* (Cth)

⁴ *Sex Discrimination Act 1984* (Cth)

⁵ *Disability Discrimination Act 1992* (Cth)

⁶ *Age Discrimination Act 2004* (Cth)

⁷ *Commonwealth of Australia v Anti-Discrimination Tribunal (Tasmania)*⁷ (2008) 248 ALR 494

⁸ C Barrett, *My People: A project exploring the experiences of Gay, Lesbian, Bisexual, Transgender and Intersex seniors in aged-care services*, Matrix Guild Victoria, (2008), pp. 13-14.

⁹ See for example United Nations Committee on Economic Social and Cultural Rights, *General Comment number 14 The right to the highest attainable standard of health (article 12 of the International Covenant on Economic, Social and Cultural Rights)*, (2000).

Grounds

As the Discussion paper notes, all states and territories extend protections on the ground of sexual orientation and gender identity through definitions that vary across jurisdictions. While ACON recognises that there are various identities across the spectrum of sexuality, sex and gender diverse communities, for legal clarity, ACON recommends the following grounds to be included in anti-discrimination legislation:

- Sexual orientation,
- Gender identity,
- Gender expression,
- Sex characteristics,
- Marital and/or relationship status, and
- Lawful sexual activity.

The above grounds are concepts already present in legislation and together would provide coverage of the attributes that form the basis for discrimination and vilification. Sexual orientation and gender identity are already commonly incorporated into state anti-discrimination legislation. They are preferable to terms such as sexual preference, transexuality, or simply, sexuality. Having separate grounds for sexual orientation and gender identity recognises that being transgender or transsexual is not about sexual attraction (which relates to sexual orientation). If sexual orientation were to be further defined, it should include at a minimum the commonly referred terms in state legislation of homosexuality, lesbianism, bisexuality and heterosexuality.

It should be noted that the term sexual orientation, rather than sexual preference, should be used to describe a person's enduring pattern of emotional, romantic, and/or sexual attractions. It is a phrase that expresses the inherent part of one's sense of being, while sexual preference implies a person's sexual choice which may or may not be based on their orientation. It is important to recognise that the two terms have different connotations and for some they may interact at different points of people's lives.

Equally, people who are transgender can be heterosexual, homosexual or bisexual. Recognition of gender expression and sex characteristics in anti-discrimination provisions is important to extend to people who are transsexual, transgender, transvestite and intersex. ACON supports the inclusion of transgender and intersex people in anti-discrimination legislation, however, specific wording should be developed in consultation with these communities.

Marital and/or relationship status should also be included to perform a similar function to "marital status" in the *Sex Discrimination Act* but inclusive of same-sex relationships such as de facto relationships, civil unions, civil partnerships, registered relationships and other relationship recognition schemes at the Commonwealth, State or Local government levels. This was also recommended by the Senate Standing Committee on

Legal and Constitutional Affairs in their report *Effectiveness of the Sex Discrimination Act 1984 in eliminating discrimination and promoting gender equality*.¹⁰

As discrimination against GLB people is often grounded not only in their identity, but also in sexual behaviour, specifically homosexual behaviour, lawful sexual activity as an explicit ground would make clear that it is unacceptable to discriminate against GLB people regardless of sexual orientation, perceived and/or associated sexual practice. Lawful sexual activity is already protected under anti-discrimination legislation in Queensland, Victoria and Tasmania.

Protection should also be extended to cover:

1. Assumed or perceived characteristic relating to the above grounds,
2. Prior or historical status relating to the above grounds,
3. Characteristics that are generally imputed to people of a particular category under the above grounds, and
4. Associates and relatives of people who fall under the above categories.

These extended categories are important to protect all people against discrimination that is motivated by perceived or actual sexual orientation, and perceived and/or associated sexual practice. For example, young people may be vilified because they are perceived to be homosexual, exhibit characteristics that are generally associated with young people who are homosexual or are friends with someone who is homosexual but may not personally identify as homosexual, engage in homosexual relationships or be attracted to someone of their own gender. It is none the less important that this person is protected as the reason for the vilification is due to perceived homosexuality.

As the Senate Standing Committee on Legal and Constitutional Affairs have noted, discrimination can occur based on a number of different grounds, thus mechanisms addressing discrimination, including the Australian Human Rights Commission and courts must be able to consider discrimination on a number of different grounds jointly.

Recommendations:

1. That the Commonwealth introduce legislation to prohibit discrimination on the grounds of:
 - Sexual orientation,
 - Gender identity,
 - Gender expression,
 - Sex characteristics,

¹⁰ Senate Standing Committee on Legal and Constitutional Affairs, *Effectiveness of the Sex Discrimination Act 1984 in eliminating discrimination and promoting gender equality*, Commonwealth of Australia, (2008), p. xiii.

- Marital and/or relationship status, and
 - Lawful sexual activity
 - Assumed or perceived characteristic relating to the above grounds,
 - Prior or historical status relating to the above grounds,
 - Characteristics that are generally imputed to people of a particular category under the above grounds, and
 - Associates and relatives of people who fall under the above categories.
2. The legislation allows the consideration of discrimination on the basis of a number of different grounds by the Australian Human Rights Commission and the courts.

Vilification and Harassment

There is evidence to show that widespread verbal and physical abuse is directed at people from the GLBT community. Vilification, abuse and violence experienced in the GLBT community continues to be higher than those experienced in the general community. According to a report by the NSW Attorney General's Department, 85% of the GLBT community in NSW have experienced homophobic abuse, harassment or violence in their lives.¹¹ Furthermore 56% of the GLBT community in NSW have experienced homophobic abuse, harassment or violence in the past 12 months.¹² A large national study into young GLBT people reported that 61% experienced verbal abuse and 18% experienced physical abuse.¹³

ACON's Lesbian and Gay Anti-Violence Project (AVP) provides support and referrals for victims of violence and maintains a Violence Report Line in order to monitor levels, locations, and types of violence being experienced by members of the GLBT community. The Report Line receives an average of 91 reports annually, although for some years, this number has been as high as 145 (2004). Approximately 20% of these reports are from women and 80% from men. Verbal abuse accounts for the largest number of reports to the AVP (340 incidences), however, harassment/intimidation (223) and physical assault (205) reports have also been reported in very high numbers.

Some examples of the violence that is endured by the GLBT community are included as Attachment A to this submission.

¹¹ NSW Attorney General's Department, *You Shouldn't Have to Hide to be Safe*, (2003), p. i.

¹² *Ibid.*

¹³ L Hillier, T Jones, M Monagle *et. al.*, *Writing themselves in 3: The third national study on the sexual health and wellbeing of same sex attracted and gender questioning young people*, Australian Research Centre in Sex, Health and Society, La Trobe University, (2010), p. 39.

Vilification and harassment is particularly severe for people in educational settings where 80% of abuses occur for young GLBT people.¹⁴ The effect of this pervasive abuse can be the development of significant mental health issues experienced by GLBT people. The impacts of discrimination, homophobia and violence were reflected in an analysis of 2007 Australian Bureau of Statistics data which shows that GLB people were more than twice as likely to experience 'any mental disorder'.¹⁵ Alarming, homosexual and bisexual people were more than three times more likely to have had an affective disorder such as depression compared to heterosexuals.¹⁶

The impact of vilification and harassment can have significant long term negative impacts on the GLBT community such as suicidal ideations and suicide attempts. International and Australian research estimates that suicide attempts in the GLBT community are 3.5 to 14 times higher than their peers who are not GLBT.¹⁷

The Senate Community Affairs References Committee recognised that homophobia, especially when targeted at young people at a time when they are coming to terms with their sexual orientation and/or gender identity, has been linked to suicide attempts by young GLBT people.¹⁸ Data from the report, *Writing Themselves in 3*, shows that young GLBT people who have experienced verbal abuse are twice as likely to have attempted suicide compared to their peers who have not been verbally abused. Alarming, for young GLBT people who have been physically abused, they are four and a half times more likely to have attempted suicide.¹⁹

Anti-vilification protections at the NSW level have not been effective in tackling verbal abuse and harassment against GLBT communities due to the high threshold of where only actions that "incite hatred towards, serious contempt for, or severe ridicule" are prohibited.

While protections vary at the State and Territory level, the *Race Discrimination Act* (RDA) sets the appropriate standard of prohibiting not only speech that vilifies or incites hatred, but also speech that, "offends, insults, humiliates or intimidates". This is an appropriate threshold as speech that may not incite violence does cause offence, insult, humiliation and/or intimation on the basis of a person's sexual orientation and/or

¹⁴ *Ibid.*, p. 39.

¹⁵ Australian Bureau of Statistics, *National Survey of Mental Health and Wellbeing*, (2007).

¹⁶ *Ibid.*

¹⁷ Suicide Prevention Australia, *Position Statement: Suicide and self-harm among Gay, Lesbian, Bisexual and Transgender communities*, (2009), p.2, at <http://suicidepreventionaust.org/notitia/FileHandler.ashx?id=EF740238ACF5729B7B20F25703BFD96611BF6D12> (accessed 13 November 2009).

¹⁸ Senate Community Affairs References Committee, *The Hidden Toll: Suicide in Australia*, Commonwealth of Australia, June (2010), p. 102, referring to the Mental Health Council of Australia, *Submission 212*, p. 25.

¹⁹ L Hillier, T Jones, M Monagle *et. al.*, *Writing themselves in 3: The third national study on the sexual health and wellbeing of same sex attracted and gender questioning young people*, Australian Research Centre in Sex, Health and Society, La Trobe University, (2010), p. 51.

gender identity and this still has the capacity to cause harm to individuals and groups. This harm in the GLBT community, especially young people in schools, has been well documented.

Anti-harassment protections, such as those that exist within the *Sex Discrimination Act*, are important tools to address the nature of abuse experienced by many GLBT people, especially young GLBT people in education environments. Such protections are essential to addressing the systemic and widespread experiences of homophobic abuse by GLBT young people and the negative health outcomes caused by such abuse.

The experience of vilification for gay men in NSW has also been closely linked with vilification on the basis of HIV/AIDS status. As gay men account for around 80% of all people that have been diagnosed with HIV,²⁰ vilification on the ground of HIV/AIDS status disproportionately affects gay men. ACON recommends that HIV/AIDS status be included as grounds where vilification is prohibited.

Recommendations:

3. That the legislation prohibits vilification on the following grounds:
 - Sexual orientation,
 - Gender identity,
 - HIV/AIDS status,
 - Gender expression,
 - Sex characteristics,
 - Marital and/or relationship status, and
 - Lawful sexual activity.
4. That the legislation broadly prohibits vilification defined as public acts that “offend, insult, humiliate or intimidate” or otherwise similar to section 18C of the *Racial Discrimination Act 1975* (Cth).
5. That the legislation prohibits harassment on the ground of sexual orientation, HIV/AIDS status, gender identity, gender expression, sex characteristics and lawful sexual activity similarly to Division 3 of the *Sex Discrimination Act 1982* (Cth), without the requirement that the act be of a sexual nature. This provision should be implemented in accordance with Recommendation 17 of the Senate Standing Committee on Legal and Constitutional Affairs’ report *Effectiveness of*

²⁰ National Centre in HIV Epidemiology and Clinical Research, *HIV, viral hepatitis and sexually transmissible infections in Australia Annual Surveillance Report 2010*, University of New South Wales, (2010), p. 46.

*the Sex Discrimination Act 1984 in eliminating discrimination and promoting gender equality.*²¹

Coverage

As the Commonwealth Attorney-General has publicly stated that protections would not be weakened in the consolidation and harmonisation of anti-discrimination laws, an approach of the highest standard should be taken in the extension of protections to the GLBT community.

While all discrimination acts have specific grounds, covering areas such as employment, education, accommodation, and the provision of goods and services, additional prohibitions that exist in some laws should also be extended to cover GLBT people at the Commonwealth level. They include superannuation, clubs, trade and professional organisations, sport, facilities, insurance and advertisement.

Additionally, as discrimination may arise in unanticipated contexts that infringe on the human rights of GLBT people, broad prohibitive clauses are necessary to ensure direct and indirect discrimination, wherever it may occur, are within the jurisdiction of the legislation. Indeed a broad prohibitive clause was recommended by the Senate Standing Committee on Legal and Constitutional Affairs for the *Sex Discrimination Act 1984* (Cth).²² Such a clause already exists in the *Racial Discrimination Act 1975* (Cth).²³

Experience has also shown that other laws of the Commonwealth, State, Territory or local government have the potential to discriminate against the GLBT communities. To ensure that anti-discrimination protections are effective, the legislation should bind all government actions and legislation. A similar provision exists in section 10 of the *Racial Discrimination Act* protecting the right to equality before the law. The right to equality before the law should be similarly protected for GLBT people.

Recommendations:

6. That the legislation prohibits direct and indirect discrimination broadly for the ground mentioned above.

²¹ Senate Standing Committee on Legal and Constitutional Affairs, *Effectiveness of the Sex Discrimination Act 1984 in eliminating discrimination and promoting gender equality*, Commonwealth of Australia, (2008), p. xiv.

²² Senate Standing Committee on Legal and Constitutional Affairs, *Effectiveness of the Sex Discrimination Act 1984 in eliminating discrimination and promoting gender equality*, Commonwealth of Australia, (2008), p. xiv.

²³ Section 9, *Racial Discrimination Act 1975* (Cth).

7. That the legislation protects equality before the law for the grounds mentioned above.
8. That the legislation prohibit discrimination in specific areas in line with Commonwealth and State and Territory legislation, including *inter alia*:
 - Employment
 - Education
 - Accommodation,
 - Provision of goods and services
 - Superannuation,
 - Clubs, trade and professional organisations,
 - Sport,
 - Facilities,
 - Insurance,
 - Advertising.

Exemptions

In recognition of the serious nature of discrimination, and the significant detrimental impacts that discrimination can have on the health of GLBT individuals and communities, ACON strongly recommends that any exemptions from anti-discrimination legislation be narrow, minimal and temporary.

While ACON supports the freedom of religious belief guaranteed under the *International Covenant on Civil and Political Rights* as well as the Australian Constitution, this right is not interpreted to confer an unlimited prerogative to discriminate. Many instances of discrimination against GLBT people occur in institutions controlled by religious organisations that operate in the secular public sphere. For example, private schools, hospitals, aged care facilities, and community services.

Institutions operating businesses or services in the public sphere should be bound by the same laws that apply to other institutions, including anti-discrimination laws. If exceptions for organisations are made, they should be reviewed and temporarily granted before discrimination is permitted.

An important note to consider is that many of these organisations also perform public functions and/or receive public funding. This is because many government functions and services have now been contracted out to non-government organisations, including charities controlled by religious organisations. With the receipt of public funding, and the authority of the state to perform government functions, these organisations should be subject to the same obligations as the government, including the obligation not to discriminate.

Tasmania has taken this approach of not granting permanent exceptions or exemptions. This is also the approach that was taken by the United Kingdom in their *Equality Act*. At the Commonwealth level, the Senate Standing Committee on Legal and Constitutional Affairs have also recommended a narrowing of exemptions within the *Sex Discrimination Act*.

Recommendations:

9. That the legislation only provides for narrow, minimal and temporary exemptions.
10. That the legislation does not provide for permanent exceptions for any organisation that receives public funding or performs a public function.

Special Measures

International human rights law recognises that anti-discrimination measures are fundamentally about achieving equality for disadvantaged groups and allows for special measures which are aimed to benefit the disadvantaged groups that the legislation aims to protect. Special measures are important to allow disadvantaged communities to “catch up”, and thus are not considered to be discriminatory and thus are not affected by anti-discrimination laws.

This is important so that organisations who work specifically to address the disparities that exist within the GLBT communities can continue to address these disparities, which have often been the result of historical discrimination.

The concept of special measures in international law has been well developed in jurisprudence and should be the basis for special measures in Commonwealth legislation.

Recommendation:

11. That the legislation provides for special measures as defined under international human rights jurisprudence.

Other Measures

Legislative protections against discrimination towards GLBT people are an important step to ensure that such protections address day-to-day discrimination in areas such as

health policy, programs and services and these legislative protections need to be supported by policies and programs that address discrimination, vilification and violence against GLBT people.

To enable the Australian Human Rights Commission to be known to GLBT people as a place where they can seek redress from discrimination, an additional Commissioner with responsibilities over sexual orientation, gender identity and sex characteristics discrimination is required. Additional staffing for the Commissioner as well as for complaints handling would enable the Commission to deal with discrimination against GLBT people by providing alternative dispute resolution as well as conducting policy and advocacy activities. This model would be similar to the current arrangement for Sex Discrimination, Race Discrimination and Disability Discrimination commissioners.

In addition to tackling discrimination, a comprehensive strategy to end violence, abuse and harassment against GLBT people is required. Such a strategy should include anti-homophobia campaigns, human rights education campaigns, improved support services to victims of violence and developing policies and resources for education institutions to end violence, abuse and harassment.

ACON welcomes the introduction of the Australian Human Rights Framework and the human rights education that will be conducted by the Australian Human Rights Commission, the Australian Public Service Commission and other organisations. These education programs should be inclusive of GLBT people and address discrimination faced by these communities in their content.

Recommendations:

12. That the legislation provides for an additional Commissioner at the Australian Human Rights Commission with responsibilities for discrimination on the grounds of sexual orientation, gender identity and sex characteristics.
13. That the legislation provides for additional staff members at the Australian Human Rights Commission, including the establishment of a policy unit for the new Commissioner.
14. That the Commonwealth develop and fund a comprehensive strategy to stop violence, abuse and harassment against GLBT people.
15. That the Australian Human Rights Commission and the Commonwealth ensure that GLBT people are included in any human rights education programs to end the discrimination faced by these communities.

Conclusion

The impact of discrimination has shown to lead to significantly lower health outcomes in the GLBT community, particularly in the area of mental health. To prevent such negative impacts, ACON strongly recommends that the Commonwealth introduce anti-discrimination protections for GLBT people.

To ensure that such legislative protections are effective they need to have broad coverage, including vilification, have narrow exemptions, and be supported by policies and programs specifically funded to reduce discrimination and violence against GLBT people.

ACON welcomes the opportunity to provide feedback to this important process. If you have any further questions please contact Veronica Eulate, Acting Director of Policy, Strategy and Research at ACON on 02 9206 2048 or at veulate@acon.org.au.

List of Recommendations

1. That the Commonwealth introduce legislation to prohibit discrimination on the grounds of:
 - Sexual orientation,
 - Gender identity,
 - Gender expression,
 - Sex characteristics,
 - Marital and/or relationship status, and
 - Lawful sexual activity
 - Assumed or perceived characteristic relating to the above grounds,
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 - Characteristics that are generally imputed to people of a particular category under the above grounds, and
 - Associates and relatives of people who fall under the above categories.
2. That the legislation allows for the consideration of discrimination on the basis of a number of different grounds by the Australian Human Rights Commission and the courts.
3. That the legislation prohibits vilification on the following grounds:
 - Sexual orientation,
 - HIV/AIDS status,
 - Gender identity,
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- Sex characteristics,
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4. That the legislation broadly prohibits vilification defined as public acts that “offend, insult, humiliate or intimidate” or otherwise similar to section 18C of the *Racial Discrimination Act 1975* (Cth).
 5. That the legislation prohibits harassment on the ground of sexual orientation, HIV/AIDS status, gender identity, gender expression, sex characteristics and lawful sexual activity similarly to Division 3 of the *Sex Discrimination Act 1982* (Cth), without the requirement that the act be of a sexual nature. This provision should be implemented in accordance with Recommendation 17 of the Senate Standing Committee on Legal and Constitutional Affairs’ report *Effectiveness of the Sex Discrimination Act 1984 in eliminating discrimination and promoting gender equality*.²⁴
 6. That the legislation prohibits direct and indirect discrimination broadly for the ground mentioned above.
 7. That the legislation protects equality before the law for the grounds mentioned above.
 16. That the legislation prohibit discrimination in specific areas in line with Commonwealth and State and Territory legislation, including *inter alia*:
 - Employment
 - Education
 - Accommodation,
 - Provision of goods and services
 - Superannuation,
 - Clubs, trade and professional organisations,
 - Sport,
 - Facilities,
 - Insurance,
 - Advertising.
 8. That the legislation only provides for narrow, minimal and temporary exemptions.

²⁴ Senate Standing Committee on Legal and Constitutional Affairs, *Effectiveness of the Sex Discrimination Act 1984 in eliminating discrimination and promoting gender equality*, Commonwealth of Australia, (2008), p. xiv.

9. That the legislation does not provide for permanent exceptions for any organisation that receives public funding or performs a public function.
10. That the legislation provides for special measures as defined under international human rights jurisprudence.
11. That the legislation provides for an additional Commissioner at the Australian Human Rights Commission with responsibilities for discrimination on the grounds of sexual orientation, gender identity and sex characteristics.
12. That the legislation provides for additional staff members at the Australian Human Rights Commission, including the establishment of a policy unit for the new Commissioner.
13. That the Commonwealth develop and fund a comprehensive strategy to stop violence, abuse and harassment against GLBT people.
17. That the Australian Human Rights Commission and the Commonwealth ensure that GLBT people are included in any human rights education programs to end the discrimination faced by these communities.