#### 28 April 2020

Hon Robert Borsak MLC
Chair, Portfolio Committee No. 5 - Legal Affairs
Parliament House
Macquarie Street
SYDNEY NSW 2000

OCO HERE FOR HEALTH

Sent by email:

Dear Mr Borsak

### Re: Inquiry into the Anti-Discrimination Amendment (Complaint Handling) Bill 2020

ACON is NSW's leading health organisation specialising in community health, inclusion and HIV responses for people of diverse sexualities and genders. Established in 1985, ACON works to create opportunities for people in our communities to live their healthiest lives. We appreciate the initiation to contribute a submission on the above Bill currently being reviewed by the Committee.

ACON does not support the passage of this Bill.

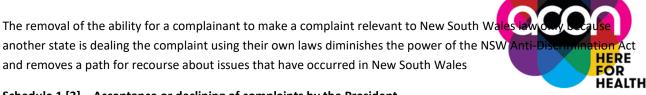
Anti-Discrimination NSW, the independent statutory body established in the 1970s to administer the NSW Anti-Discrimination Act (1977), is a vital part of the social infrastructure of New South Wales. Sexuality and gender diverse people have been recognised by Anti-Discrimination law later than some other groups, and for some members of our communities, protections are still lacking. It has been essential for our communities to have recourse to make fair complaints, and have these complaints arbitrated and adjudicated fairly.

We believe that amendments which seek to increase the access to justice for people in New South Wales should be supported and are currently working with organisations such as the Public Interest Advocacy Centre NSW to propose broader reforms to the Act which support this goal. The Bill currently being scrutinised by the Inquiry is drafted in such a way that many in NSW will lose the rights to make valid complaints and have them dealt with in a fair way. We have a primary concern with any change to legislation which removes the discretion of the President of the Anti-Discrimination Board to make determinations in a fair way that considers the needs of each case brought before the Board.

Below, we outline a more detailed explanation of areas of concern within the Bill

#### Schedule 1 [2] - The removal of Section 88(b)

ACON does not support the removal of Section 88B from the Act. Australians interact with services, businesses, governments and individuals across state and federal boundaries (Local Health Districts for example may operate one district across state borders). It is important that recourse be made available to a complainant across the borders of states if the complaint relates to an act of discrimination that occurs in more than one state. The Commission in NSW enacts the NSW anti-discrimination legislation only, and other states have their own models for addressing such complaints. It is vital that each state can decide on the complaint based on their own state laws.



#### Schedule 1 [3] - Acceptance or declining of complaints by the President

ACON does not support the omission and replacement of terms in Section 89B. The independence of the Commission is an integral part of the efficacy of Commission. To mandate that the President must decline a complaint does not allow for the complex and changing nature of discrimination. ACON believes that the President of the Commission must be afforded independence in decision making.

# Schedule 1 [4] – Additional grounds for declining a complaint

ACON supports the concept that the President of the Commission may decline complaints, where the complaint is not being made in the best interest of serving justice in New South Wales. It is vitally important that if the Commission is given increased responsibility for determining whether cases should be declined under the guidelines in the Bill, that the President must have the discretion to decline or not decline the complaint. That is, if Schedule 1 [4] is to become law, Schedule 1 [3] must not be legislated.

This is of particular importance in relation to the proposed section 89B(2)(I) which would require the Commissioner to make a determination on the presence, and potential impact of cognitive impairment of an individual.

ACON has some concerns about subsection (j) of the proposed legislation, especially considering the definition provided by the Bill (see Schedule 1 [5] – Section 89B(6)). A public statement which is published in New South Wales (for example in a State or regional based newspaper) but paid for, or made by, a person living outside New South Wales, should be able to be dealt with under NSW legislation, through Anti-Discrimination NSW.

# Schedule 1 [5] - Determination of Frivolous and Vexatious Claims

ACON supports the provision of guidelines to the President of the Commission in determining the possible nature of a claim. We believe that the prescriptive nature of the Bill undermines the independence of the Commission and fails to recognise the work of human rights advocates who may have strong reasoning behind continued, and legitimate complaints. The guidelines also fail to consider the ongoing discriminatory actions undertaken by former respondents to complaints. ACON believes that the proposed subsections 89B(5)(a)-(b) are unnecessary. We would suggest that the insertion after Section 89B(4) could simply read:

The President is to consider before determining that a complaint is frivolous, vexatious, misconceived or lacking in substance, any evidence that the complainant is not acting in the interests of justice.

### Schedule 1 [6] - [7] - Acceptance or declining of complaints by the President during investigation

As previously mentioned, ACON do not support any changes to the legislation which decrease the independence and discretion of the President or the Commission.

# Schedule 1 [9] - Determination of Frivolous and Vexatious Claims during investigation

As previously mentioned, ACON believes that the President need only to rely on evidence that the complainant is not acting in the interests of justice to determine whether a claim should continue to be heard or be declined.

### Schedule 1 [10] (and related consequential amendments) - Referral of complaints to Tribunal

SYDNEY

414 Elizabeth Street, Surry Hills NSW 2010 +61 2 9206 2000 acon@acon.org.au NORTHERN RIVERS

Suite 4P Conway Court, 17 Conway St, Lismore 2480 +61 2 6622 1555 northernrivers@acon.org.au HUNTER

129 Maitland Rd, Islington NSW 2296 +61 2 4962 7700 hunter@acon.org.au REGIONAL OUTREACH, SOUTHERN & FAR WEST

+61 2 9206 2114 regionaloutreach@acon.org.au ACON.ORG.AU

ABN 38 136 883 915 Authority to Fundraise ACON does not support any change to the legislation which reduces the rights of a complainant to just can do not support the removal of Section 93A.



# Schedule 1 [14] - Application of the changes

ACON supports that any complaints made before the introduction of the legislation will not be affected by the changes.

Further to this submission, ACON would like to endorse the submission made by The Public Interest Advocacy Centre News South Wales (PIAC NSW). We also believe that the Act is overdue for modernization in light of cultural, social and legislative changes since its inception. The Act is no longer a relevant and suitable piece of legislation for New South Wales, and we hope to continue to work with PIAC and the NSW Government to reform the Act.

If you wish to discuss this submission further, please feel free to contact me on or via

. We once again thank you for the invitation to submit to this important inquiry.

Kind regards

Nicolas Parkhill

**Chief Executive Officer**