



Do you feel like you are being treated unfairly at work?

Could it be discrimination?

Discrimination is when you are treated unfairly because of something about you. The law says this could be something like your race, age, or sex. These are called 'personal attributes'.

There are a lot of different personal attributes. Race, age, and impairment or discrimination are only some of them.

Discrimination can happen in many work-related situations. For example:

- **while you're actually working**
- **when applying for a job**
- **being looked over for a promotion at your job**
- **not being given training or a transfer**
- **being terminated from your job.**

Discrimination can also happen in job interviews. For example, Rob is applying for a job as a bricklayer, and he is asked if he is Aboriginal. This question could be discrimination because it is not relevant if he is Aboriginal.

Racial discrimination

This is when your employer or your co-worker treats you unfairly because of your race. This could be because of your skin colour, the way you look, what you wear, how you speak or where you come from.

For example, an Aboriginal youth applied for a laboring job. But the boss said he "would not employ blacks because they're always walkabout".



Age discrimination

This is when you are treated unfairly because of your age. This may be because you are 'too young' or 'too old'.

For example, Ellen applies for a promotion at work, but does not get it. Her boss says that she thinks Ellen could do the job but says, "you will be retiring soon, and we're looking for someone young who will be at work for a while."

Impairment discrimination

This is when you are treated unfairly because of an impairment you have. There are many different types of impairment, but can include things like:

- intellectual
- learning
- physical
- sensory
- mental health.

Impairments can be permanent or temporary. They could be conditions that people are born with, that they develop at a later stage in life, or from an injury they have suffered.

Indirect discrimination

Sometimes discrimination can be indirect. This usually happens where a policy applies to everybody (and this may at first seem equal and fair), but a person has a personal attribute that disadvantages them.

When is it discrimination?

It is important to note that being treated unfairly may not necessarily be discrimination. Similarly, while being treated unfairly could be discrimination, it may not be against the law. If you feel you are being discriminated against, it's important

for you to reach out for more information and help. Some of the mobs below may be able to help.

To make a complaint, contact the Queensland Human Rights Commission here:

Email:

General: info@qhrc.qld.gov.au

Complaint information: enquiries@qhrc.qld.gov.au

Phone:

1300 130 670 (Monday to Friday, 9am to 4:30pm)

Website:

<https://www.qhrc.qld.gov.au>

Note that the Commission cannot advocate on your behalf and you may need to seek legal representation.

The Commission can provide information on how to make a complaint.

The organisations below may be able to provide advice on your situation:

Fair Work Infoline - 13 13 94

Working Women Queensland

1800 621 458 <https://www.wwq.org.au>

Monday, Wednesday and Friday

DV Information for Managers and Employers

Disability Discrimination Legal Advocacy Service

07 3421 2510 <https://www.brq.org.au> info@brq.org.au

This information sheet is not intended to be used as legal advice. It is important you seek legal advice for your particular situation.

YFS respectfully acknowledges Aboriginal and Torres Strait Islander people as Australia's first peoples and the traditional owners/custodians of the land on which we meet and work. We recognise the important role they have within community and country, and we pay our respects to the Elders of this land past and present.