# Student worksheet: Discrimination law

## Key messages

* There are laws in Australia that mean people are not to be treated unfairly because of who they are or because they are different to others
* It is illegal to be treated unfairly and not give people the same opportunities because of their differences
* Everybody should be treated with respect regardless of differences.

For more information read the Australian Human Rights Commission’s [*Know your rights*](https://www.humanrights.gov.au/our-work/disability-rights/publications/disability-discrimination-act-25th-anniversary-easy-read)*: disability discrimination*. You can also visit <www.jobwatch.com.au> to find out more about your rights as an employee. *JobWatch* is an employment rights legal centre which operates out of Victoria and provides assistance to workers about their rights at work.

## Activity 1: Preventing workplace discrimination

Add the roles and responsibilities of the employer/organisation to prevent discrimination at workplace

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| [Age](http://www.comlaw.gov.au/ComLaw/Management.nsf/current/bytitle/5BF4C17DFA819D12CA256F7200236396?OpenDocument&mostrecent=1) | Including if they are young or older  *(Example: An employer or organisation cannot refuse to employ someone based on their age.)* |
| [Disability](http://www.comlaw.gov.au/ComLaw/management.nsf/current/bytitle/2CEDE1C513E5D87ACA256F710006F23F?OpenDocument&mostrecent=1) | Including if they have a disability you can see or one that you can’t, or if you don’t look the same as other people |
| [Race](http://www.comlaw.gov.au/ComLaw/Management.nsf/current/bytitle/490628725B7A943ACA256F7100070CCF?OpenDocument&mostrecent=1) | Including colour, nationality or ethnic origin or immigrant status |
| [Sex](http://www.comlaw.gov.au/comlaw/management.nsf/lookupindexpagesbyid/IP200401301?OpenDocument) | Sexual orientation, gender identity and intersex status, pregnancy or marital status. |

These laws protect people and ensure they have the right to access

* Employment
* Education
* Buying of goods, services and land
* Accommodation
* Access to public premises
* Clubs
* Sport

## Activity 2: What makes us unique?

We are all different in some ways, but also share similarities.

Get into the following groups:

* Boys and girls
* Favourite football teams
* People born in another country and people born in Australia
* Favourite colours
* People who have pets and people who do not have pets
* People who are born in the first half of the year and people born in the second half of the year

1. What similarities do you share with the people in your class?

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1. In what ways are you different from the people in your class?

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1. Why is it unfair for people to be treated differently at school or at work?

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