

From: [REDACTED]
Sent: Monday, 22 January 2018 3:35 PM
To: Policy AGD; AGD Anti Discrimination
Subject: NTEU Submission to ADC Act Review

Follow Up Flag: Follow up
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Dear Anti-Discrimination Commissioner,

The National Tertiary Education Union, NT Division, welcomes the opportunity to provide input into the Review of the Northern Territory Anti-Discrimination Act.

We write to wholeheartedly support the Australian and New Zealand Professional Association for Transgender Health (ANZPATH) Submission compiled by their Secretary, Dr Belinda Chaplin.

The ANZPATH submission comprehensively provides excellent research from Dr Chaplin that clearly shows the NT Anti-Discrimination Act needs modernising in its gender and sexuality protections and language. The NTEU fully supports the ANZPATH Recommendation which states:

Recommendation:

Therefore, ANZPATH believe that using labels to define people within any anti-discrimination legislation around terms of sexuality must be avoided. We are in agreement that the term "sexuality" as such with labels of "heterosexuality, homosexuality, bisexuality or transsexuality" that currently stand in the Act should be amended, and that "gender identity" should be a protected attribute under the amended Act.

- **A general term of "sexual orientation" should be included without labels to denote sexual orientation**
- **The term "sex" should also be defined to denote biology: *A biologically assigned attribute defined by primary sexual characteristics.***
- **The term "gender" should be defined in terms of its social ascription: *A socially ascribed attribute; the state of being male, female, neither or both.***
- **The term "gender identity" should be defined in broad terms to denote the multiplicity of gender identities that exist while at the same time resisting from the use of labels, some of which offend**
- **Existing legislation in other states frames its term "gender identity" to include both medical intervention and/or social circumstances as an appropriate basis to identify a person of not being defined by their biological characteristics.**

The ANZPATH Recommendation if fully implemented would provide the Northern Territory with a modern Anti-Discrimination Act in regards to modernising gender and sexuality definitions and scope. It would provide Territorians with the rights that currently exist in other Australian jurisdictions.

We sincerely hope that you fully adopt the ANZPATH recommendations and that the Government heeds your advice and embraces all of these amendments.

Thank you for the opportunity for providing input into the modernisation of the NT Anti-Discrimination Act.

Yours sincerely,

Lolita Wikander
NTEU-NT
Secretary

Office: 8946 7231
Charles Darwin University Building Red 6.1.13
email: nt@nteu.org.au
web: www.nteu.org.au

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