

From: [REDACTED]
Sent: Monday, 29 January 2018 8:02 PM
To: Policy AGD
Subject: NT RMT's submission to Modernising the Anti-Discrim Act

Follow Up Flag: Follow up
Flag Status: Completed

We [REDACTED] working in the Northern Territory, write in support of the Anti-Discrimination Act of the Northern Territory being modernised. The changes outlined in the discussion paper will better protect our clients and music therapy practitioners against discrimination.

We support the following:

- The inclusion of vilification protections in the Act. It is important that these cover disability, sexual orientation, religious belief, gender identity, and intersex status.
- Domestic violence, accommodation status, lawful sexual activity and socio-economic status being listed as a protected attribute.
- The expansion of the definition of a guide dog to include all assistance animals required by people who identify as having a disability.
- The use of a representative complaint model.
- The amendment of the Act to ensure that people providing a service would be able to seek protections under the act.
- The removal of 37A to ensure that religious education institutions cannot discriminate on the basis of sexuality. There should also be no appeals process to allow such institutions to discriminate on these grounds.
- The amendment of the definition of 'work' to clarify that it includes a 'volunteer', shared workplace, and anything akin to a work arrangement.
- The re-wording of section 24 to better ensure a proactive approach to special needs.
- The term sexuality being replaced with the term sexual orientation and defined in line with the Sex Discrimination Act.
- The inclusion of intersex as a protected attribute.

- The modernisation of language to ensure that it reflects today's society through the repeal of 'man' and 'woman'.
- The amendment of the Act to replace parenthood with carer responsibilities.
- The replacement of the term marital status with the term relationship status.

The proposed changes affect [REDACTED] and our clients in a human rights sense, by protecting vulnerable people from vilification and discrimination.

These amendments would allow a [REDACTED] (like any [REDACTED] employee) to work for a religious organisation without needing to make statements about our religious allegiance or sexual orientation. The changes would also allow us to better advocate for improved access to our services for vulnerable clients, through the organisations they access us through. We identify the modernisation of language and changes to anti-vilification protections as positive, and in line with our values of access, empowerment, and inclusivity.

Signed,

[REDACTED]