# Communication Pack

### **Anti-Discrimination Bill 2024 consultation**

### Background

The Queensland Government is inviting community feedback on a draft Anti-Discrimination Bill (the draft Bill) to replace the *Anti-Discrimination Act 1991*.

The draft Bill has been developed in response to recommendations made by the Queensland Human Rights Commission’s (QHRC) report [*Building belonging: Review of Queensland’s Anti-Discrimination Act 1991*](https://www.qhrc.qld.gov.au/about-us/reviews/ada)*.*

The draft Bill aims to ensure Queensland’s anti-discrimination laws are modern and more effective at protecting people from discrimination, sexual harassment, vilification and other unlawful conduct. The purpose of the draft Bill is to:

* promote and protect the rights to equality and non-discrimination
* eliminate discrimination, sexual harassment, vilification and other unlawful conduct to the greatest extent possible
* promote and facilitate the identification and elimination of systemic causes of discrimination, sexual harassment, vilification and victimisation
* promote and facilitate voluntary compliance with the legislation, and
* establish a flexible and efficient process for resolving complaints about alleged infringements of the legislation.

A consultation guide and a series of targeted consultation papers have been published on the [Department of Justice and Attorney-General’s website](https://www.justice.qld.gov.au/community-engagement/community-consultation/current/anti-discrimination-bill-2024) to help stakeholders understand the nature and scope of the proposed reforms. The targeted consultation papers are about specific subject areas covered by the draft Bill that focus on:

* equality and non-discrimination for people with disabilities
* affirmative measures
* exceptions for religious bodies.

You can use the information below to raise awareness of the proposed Anti-Discrimination Bill and consultation process via your departmental/agency networks. Written submissions in response to the consultation guide and papers can be emailed to [adactreview@justice.qld.gov.au](mailto:adactreview@justice.qld.gov.aum), and are welcomed until Friday 22 March at 5pm.

### Key messages

* The Queensland Government is committed to the rights to equality and non-discrimination for every person.
* The Queensland Government is committed to modernising our anti-discrimination laws so people in Queensland are protected from discrimination, sexual harassment, vilification and victimisation.
* Discrimination, sexual harassment, vilification and victimisation can cause personal, social and economic harm.
* Modernising Queensland’s anti-discrimination laws will mean promoting and facilitating the identification and elimination of systemic causes of discrimination, sexual harassment, vilification and victimisation.
* Queensland’s new anti-discrimination laws aim to reflect a fair balance between competing rights and interests.
* The Queensland Government welcomes feedback about the proposed anti-discrimination law reforms from a wide range of stakeholders.

### Suggested social media content

#### Post 1

#### Everyone is entitled to equal opportunities and protection against discrimination. That’s why the Queensland Government is modernising our anti-discrimination laws to reflect current community values and expectations.

#### Your input is crucial in this journey! Read more about changes to Queensland’s anti-discrimination laws and have your say <https://www.justice.qld.gov.au/community-engagement/community-consultation/current/anti-discrimination-bill-2024>. Submissions close at 5pm on Friday 22 March 2024.

[Suggested image](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/6cc1b9aa-c75a-40c9-907a-9afceb760540)

#### Post 2 (longer form)

#### Everyone is entitled to equal opportunities and protection against discrimination. That’s why the Queensland Government is modernising our anti-discrimination laws to reflect current community values and expectations.

Your input is crucial in this journey!

These reforms include taking a more proactive and preventative approach to Queensland’s anti-discrimination framework, including adopting a positive duty to eliminate discrimination, as well as expand protections for people who experience domestic and family violence or homelessness.

Let’s create a Queensland where everyone feels valued and included. Find out how to share your thoughts and have your say: <https://www.justice.qld.gov.au/community-engagement/community-consultation/current/anti-discrimination-bill-2024>. Submissions close at 5pm on Friday 22 March 2024.

[Suggested image](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/b9bd69b6-1013-40bb-b342-8de429cb69da)

### Suggested newsletter copy

**Have your say about proposed anti-discrimination laws**

The Queensland Government is inviting feedback from the community on a proposed Anti-Discrimination Bill (the draft Bill) that will replace the *Anti-Discrimination Act 1991*. The draft Bill seeks to implement recommendations from the Queensland Human Rights Commission’s (QHRC) report, [*Building Belonging – Review of Queensland’ s Anti-Discrimination Act 1991*](https://www.qhrc.qld.gov.au/about-us/reviews/ada)*.*

The proposed draft Bill will fundamentally alter the scheme of Queensland’ s discrimination legislation. The purpose of the draft Bill is to:

* promote and protect the rights to equality and non-discrimination
* eliminate discrimination, sexual harassment, vilification and other unlawful conduct to the greatest extent possible
* promote and facilitate the identification and elimination of systemic causes of discrimination, sexual harassment, vilification and victimisation
* promote and facilitate voluntary compliance with the legislation
* establish a flexible and efficient process for resolving complaints about alleged infringements of the legislation.

The Department of Justice and Attorney-General (DJAG) has developed a [Consultation guide (PDF)](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/1e94a0ee-e203-47db-8431-5262a2727486) (or [DOCX](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/ca53bbf2-3460-4f72-9e14-7a637f9c6821)) to provide an overview of the draft Bill and to help stakeholders understand the scope of the proposed anti-discrimination law changes.

Given the nature and substantive law changes, we are also providing the following targeted consultation papers about specific subject areas covered by the draft Bill:

* [Equality and non-discrimination for people with disabilities consultation paper (PDF)](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/8c1d2d3d-a18b-4a48-94b4-c503251615f1) (or [DOCX](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/1a5562d2-07fb-42f8-b250-81e043ff0699))
* [Affirmative measures consultation paper (PDF)](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/0c17de37-eb21-424c-96e4-034416b83bdc) (or [DOCX](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/ef7978ad-0c86-48ec-8687-6d3a45980a94))
* [Exceptions for religious bodies consultation paper (PDF)](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/eb6e33f2-b37f-45ca-a096-e45ccfca6f18) (or [DOCX](https://www.publications.qld.gov.au/dataset/anti-discrimination-bill-2024-consultation/resource/6e99a79c-716a-4451-88ab-a676fa5f4dec)).

**Have your say**

You are invited to provide written submissions to [adactreview@justice.qld.gov.au](mailto:adactreview@justice.qld.gov.au) in response to the consultation guide and any of the consultation papers. Please visit the [DJAG website](https://www.justice.qld.gov.au/community-engagement/community-consultation/current/anti-discrimination-bill-2024) to learn more about the consultation process.

Submissions close at 5pm on Friday 22 March 2024.