



Have you been treated unfairly at work?

If you have been treated badly at work because of something like your race, your gender identity or sexuality, your marriage status, your age or a disability this may be unlawful discrimination.

For example, if this kind of discrimination is the reason you're not offered a job, or you get fired that's unfair and it's against the law. If people at work refuse to train you, give you less work hours, or give you impossible tasks, just because of who you are, this could also be discrimination.

Reasonable adjustments if you have a disability

If you have a disability you may need to ask your employer to provide adjustments for you at work so that you can do the job. To ask for an adjustment you will need to tell your employer about your disability and provide them with medical evidence, like a letter from your regular doctor, which explains why the adjustment is needed.

So long as the adjustment you are seeking is reasonable and required, and that you are still able to perform the key tasks in the job, your employer should provide it to you.

Bullying at work

Bullying means someone repeatedly treats you badly in a way that's not fair and could make you feel unsafe or unhappy. For example, if people spread rumours about you, leave you out, shout at you, threatens you, expect you to do way more work than others in the same job, or play mean jokes on you, that's bullying.

Adverse action

Adverse Action is a harmful action a person takes or threatens to take because of a part of your identity such as race, sexual orientation or disability. Adverse action may also include harmful action at your job because you have exercised a workplace right such as asking about your pay or leave entitlements.

Examples include, if your boss fires you or treats you unfairly - such as reducing your hours or giving you worse treatment than other workers - just because of who you are. An unfair dismissal application must be lodged with the [Fair Work Commission](#) within 21 days after the dismissal takes effect.

Sexual harassment

Sexual Harassment is unlawful, and your boss has to do something about it if it happens.

Sexual harassment includes but is not limited to someone making unwanted sexual advances towards you, asking you for sexual favours, physically touching you, asking or making comments about your private life or your body, making sexually suggestive comments and jokes or doing things of a sexual nature you don't like.

It doesn't matter if it happens just once, and it doesn't matter if the person harassing you didn't mean to make you feel uncomfortable, embarrassed, or scared.



Victimisation

Victimisation is where you have been treated badly in your job because you have made a complaint of discrimination or sexual harassment, or you refused to do something which would breach the Anti-Discrimination laws.

For example, if you make a complaint of race discrimination at work and then your shifts are reduced or you are taken off the roster, this may be unlawful victimisation.

For example, a man agreed to be a witness for his co-worker who had made a race discrimination complaint against their manager. The manager called the man and threatened to fire him if he gave evidence for the co-worker. This would be victimisation.

If you've experienced discrimination, bullying, adverse action or sexual harassment and you want to **report** the situation, you can:

- 1. If you feel comfortable**, talk to someone at your workplace: you can speak with your manager, supervisor, or the human resources team. Many workplaces have procedures in place for handling complaints.
- 2. Seek advice:** you can get help from a union representative, if you are a union member, or a lawyer who can give you guidance on what to do next.
- 3. Make a complaint to the relevant authorities:** you can report the situation to organisations like the Fair Work Commission, the Australian Human Rights Commission, or the Queensland Human Rights Commission.
- 4. Contact the police if needed:** if you're in immediate danger or being threatened with violence, call the police right away at **000**.

WHERE TO GET HELP



YFS LEGAL

Phone: (07) 3826 1599

Email: legal@yfs.org.au

Website: yfs.org.au/working-and-the-law

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Australia

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