



Equal Opportunity Tasmania

Annual Report 2020-2021

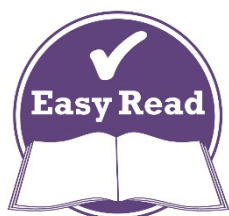
Easy Read version



How to use this report



Equal Opportunity Tasmania wrote this report.
When you see the word 'we', it means
Equal Opportunity Tasmania.



We wrote this information in an easy to read way.
We use pictures to explain some ideas.

Not bold
Bold

We have written some words in **bold**.
This means the letters are thicker and darker.



We explain what these words mean.
There is a list of these words on page 28.



This Easy Read report is a summary of another
report. This means it only includes the most
important ideas.



You can find the other report on our website at equalopportunity.tas.gov.au/about_us/annual_report.



You can ask for help to read this report.
A friend, family member or support person
may be able to help you.

What's in this report?

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Equal Opportunity Tasmania



The Anti-Discrimination Commissioner works at Equal Opportunity Tasmania.

We just call them the Commissioner.



Discrimination is when you treat someone badly because of something about them they can't change.

Someone might experience discrimination because of their:



- disability



- race



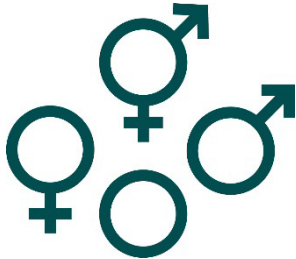
- religion



- age

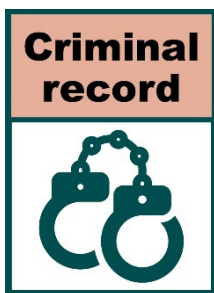


- sexuality – who they love and are attracted to

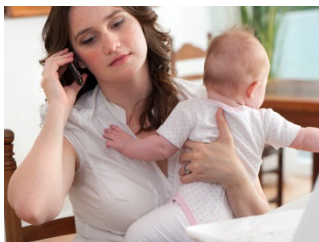


- gender identity – who they feel they are as a person.

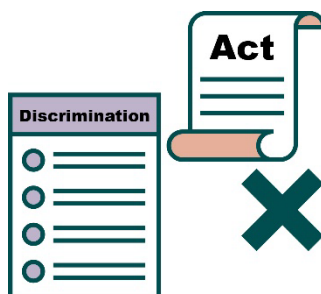
Someone might also experience discrimination because they have:



- a criminal record



- family responsibilities, like caring for a member of their family.



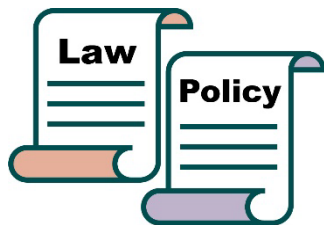
There are many other types of discrimination that are covered in the Act.



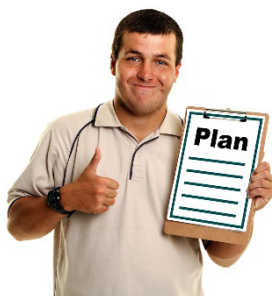
The Commissioner talks to the government about discrimination.



The Commissioner does research about how to stop discrimination.



The Commissioner looks at laws and **policies**.



A policy is a plan for how we should do things.
Our policies are where our rules come from.



The Commissioner looks at **complaints** about discrimination.



When you make a complaint, you tell someone that you haven't been treated:

- fairly
- the same as other people.



We work to stop discrimination in the community.



We also work to stop negative **attitudes** towards other people in the community.

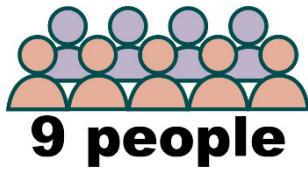


Attitudes are what you:

- think
- feel
- believe.

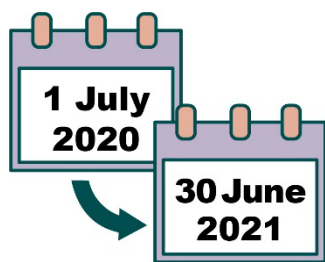


We look at complaints about discrimination.



9 people work on our team.

What is this report about?



This report talks about what we did from 1 July 2020 to 30 June 2021.

Complaints



We follow a law called the *Anti-Discrimination Act 1998* (Tasmania).

We call it 'the Act'.



The Act talks about what people can make complaints about.



Complaints are an important part of our work.



190 people made a complaint to us.



People can make a complaint about discrimination.



85

85 people made a complaint about disability discrimination.

We also got lots of complaints about discrimination based on a person's:



- race
- age
- gender identity.



People can make a complaint about **sexual harassment**.

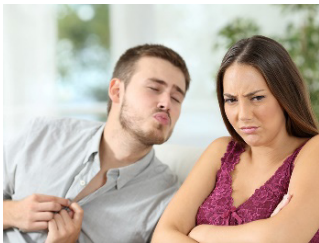
Sexual harassment is when someone:



- makes you do sexual things you don't want to do



- does sexual things to you that you don't want them to do



- asks you to do sexual things you don't want to do



- says sexual things you don't want to hear.



17 people made a complaint about sexual harassment.



People can make a complaint about **offensive conduct**.



Offensive conduct is when someone says or does something that hurts your feelings.



They do these things because of something about you that you can't change.

For example, someone might make rude jokes about your:



- age
- disability
- sexuality.



People can make a complaint about **inciting hatred**.

Inciting hatred when someone shows how much they hate someone in a public area because of someone's:



- disability



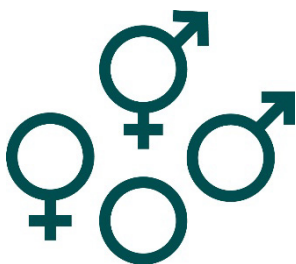
- race



- religion



- sexuality



- gender identity.



Inciting hatred can be someone who:

- shouts mean things
- puts up mean notices or signs
- makes fun of someone else.



71 people make a complaint about inciting hatred.



Most of these complaints were about a person's:

- race
- disability.



People can make a complaint about **victimisation**.



Victimisation is when you're treated badly because you:

- made a complaint
- helped someone else make a complaint about discrimination.



97

97 people made a complaint about victimisation.



People told us places they go to work is where discrimination happens the most.

Dealing with complaints

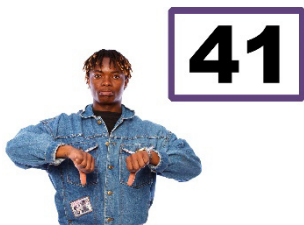


We looked at all the complaints.

98



We worked out 98 complaints matched the Act.



But 41 complaints didn't match what the Act covers.



This meant we couldn't help those people.



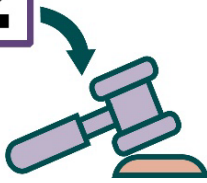
We had meetings with:

- the person who made the complaint
- the person or organisation they made a complaint about.



This helped deal with 36 complaints.

12



12 complaints were sent to the **Tribunal**.



The Tribunal is like a court.
It makes decisions about complaints.

Talking to us



We want to do our best to make sure you can talk
to us.

You can talk to us in different ways, such as:



- in person



- on the phone



- on our website



- by sending us a letter



- by text



- Facebook Messenger.



577 people contacted us.



210 people told us about their experience of discrimination based on their disability.

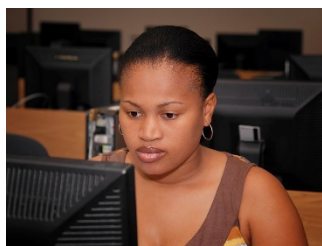


61 people told us about their experience of discrimination based on their race.



64 people told us about their experience of discrimination because of COVID-19.

Our 'Report it!' form



You can tell us if you:

- saw discrimination
- experienced discrimination.

You don't need to make a formal complaint.



We have a form you can use.

It's called *Report it!*



You can use *Report it!* to tell us about your experiences with discrimination.



You can use the *Report it!* form online



Or you can:

- print the *Report it!* form and fill it out
- return the form to the Commissioner.



You don't have to say who you are when you fill out the *Report it!* form.



38

38 people filled out the *Report it!* form.



14

14 people told us about their experience of discrimination based on race.



6

6 people made a complaint after they used the *Report it!* form.

Training and learning

During the last year, lots of people wanted to learn about:



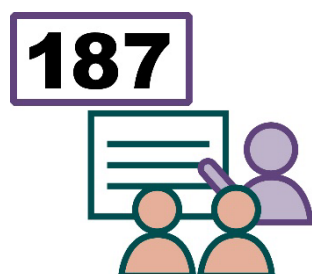
- laws about discrimination



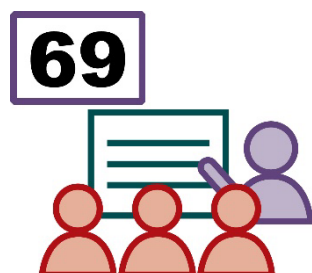
- the **rights** of workers.



Rights are rules about how everyone should be treated fairly.



We held 187 training sessions in places people work.

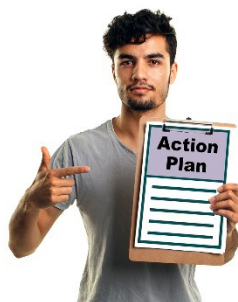


We held 69 training sessions with the community.

Connecting with the community



We held 2 big events in the last year.



We made an Action Plan.

Our Action Plan will help us learn more about Aboriginal and Torres Strait Islander peoples.



We also had the 2020 Human Rights Week Awards.



These awards celebrated kindness in the Tasmanian community during COVID-19.

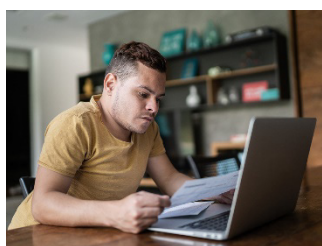
Exemptions



The Commissioner can decide if organisations don't need to follow parts of the Act.

But they must have the right reasons.

We call this an **exemption**.



You should check if an exemption applies to you.



An exemption makes discrimination lawful in some places.



If an exemption doesn't apply to you, then you may need to talk to us about it.



An exemption lasts no more than 3 years.

20



20 people asked us for an exemption.

10



The Commissioner said yes to 10 exemptions.

Policy work



Each year we look at policies based on the Act.

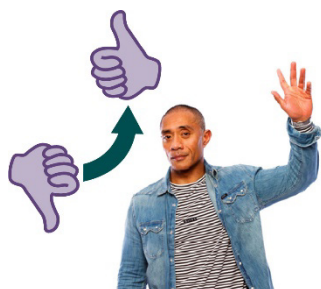


We look at how policies connect with discrimination.

We look at what:



- works well



- can be better.

Word list

This list explains what the **bold** words in this document mean.



Attitudes

Attitudes are what you:

- think
- feel
- believe.



Complaint

When you make a complaint, you tell someone that you haven't been treated:

- fairly
- the same as other people.



Discrimination

Discrimination is when you treat someone badly because of something about them they can't change.



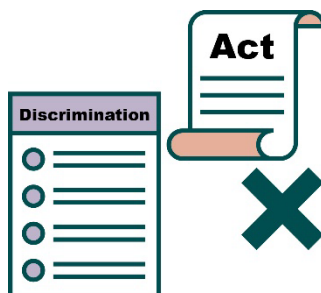
Someone might experience discrimination because of their:

- disability
- race
- religion
- age
- sexuality
- gender identity.



Someone might also experience discrimination because they have:

- a criminal record
- family responsibilities, like caring for a member of their family.



There are many other types of discrimination that are covered in the Act.



Exemption

The Commissioner can decide if organisations don't need to follow parts of the Act.

But they must have the right reasons.

We call this an exemption.



Inciting hatred

Inciting hatred when someone shows how much they hate someone in a public area because of someone's:

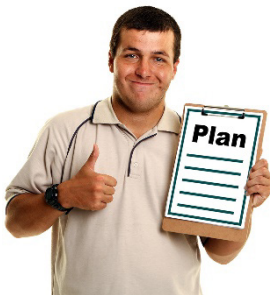
- disability
- race
- religion
- sexuality
- gender identity.

Offensive conduct



Offensive conduct is when someone says or done something that hurts your feelings.

They do these things because of something about you that you can't change.



Policy

A policy is a plan for how we should do things.

Our policies are where our rules come from



Rights

Rights are rules about how everyone should be treated fairly.

Sexual harassment



Sexual harassment is when someone:

- makes you do sexual things you don't want to do
- does something sexual to you that you don't want them to do
- asks you to do something sexual that you don't want to do
- says sexual things to you when you don't want to hear them.



Tribunal

The Tribunal is like a court.

It makes decisions about complaints.

Victimisation



Victimisation is when you're treated badly because you:

- made a complaint about discrimination
- helped someone else make a complaint about discrimination.

Contact us



If you live in Tasmania, you can call
1300 305 062



If you live in other parts of Australia, you can call
(03) 6165 7515



You can email us.
office@equalopportunity.tas.gov.au



You can text us and we will call you back.
0409 401 083



Translating and Interpreting Service (TIS)
131 450

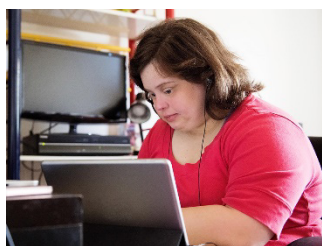


National Relay Service

If you're using the internet:



- go to internet-relay.nrscall.gov.au



- enter **1300 305 062**.

If you want to talk to someone on the phone:



- call **1300 555 727**



- ask for **1300 305 062**.



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