

Equal Opportunity Tasmania

Annual Report 2021–2022

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.

Bold

Not 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.

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.

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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

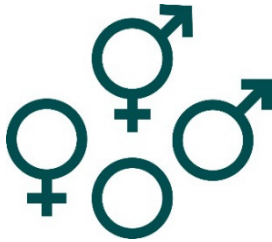


- age.

Someone might experience discrimination because of their:



- sexuality – who they love and are attracted to



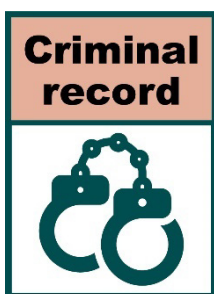
- gender.



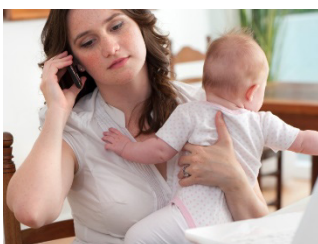
Your gender is what you feel and understand about who you are as a person.

It isn't about whether your body looks male or female.

Someone might also experience discrimination because they have:



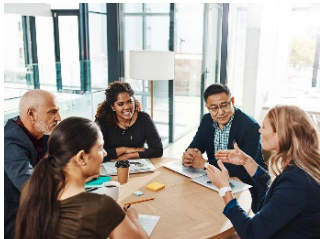
- a criminal record



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



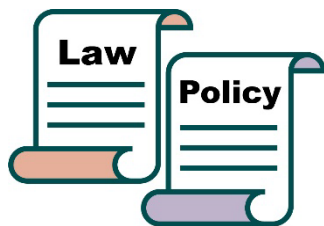
There are many other types of discrimination that are covered in the Act.



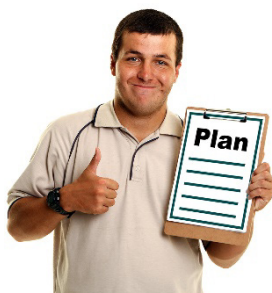
The Commissioner talks to the government about discrimination.



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 also looks at **complaints**.

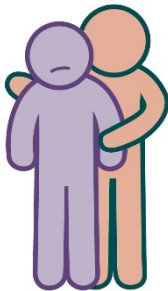
When you make a complaint, you tell someone that you haven't been treated:

- fairly
- the same as other people.

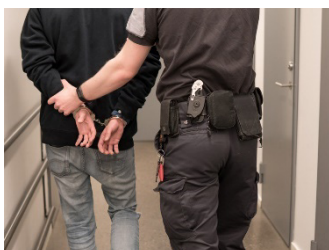
This includes complaints about:



- discrimination



- **harassment** – when someone treats you in a way that makes you feel uncomfortable



- behaviours that are against the law.



We work to stop discrimination in the community.

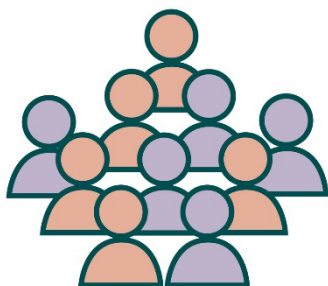


We also work to stop negative **attitudes** towards other people in the community.



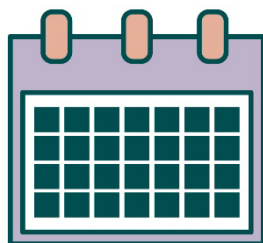
Attitudes are what you:

- think
- feel
- believe.



10 people work on our team.

What is this report about?



This report talks about what we did from 1 July 2021 to 30 June 2022.

Complaints



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

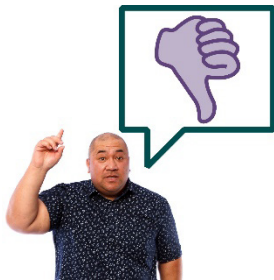
We call it 'the Act'.



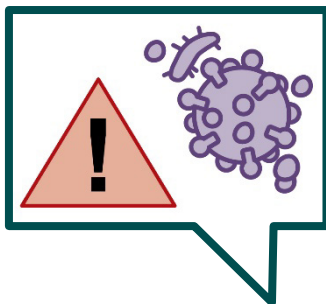
The Act talks about what people can make complaints about.



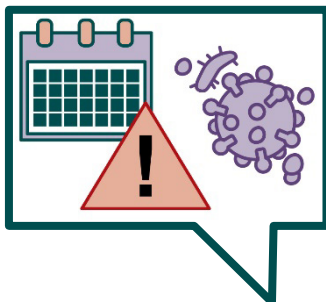
Complaints are an important part of our work.



184 people made a complaint to us.



33 people made a complaint about a COVID-19 problem this year.



But only 8 people made a complaint about a COVID-19 problem last year.



People can make a complaint about discrimination.



73 people made a complaint about disability discrimination.



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

- race
- age
- gender.



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.



16 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.

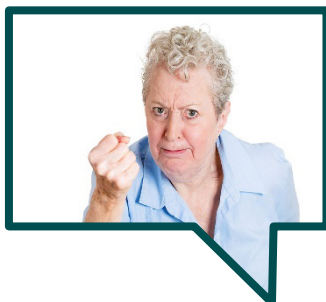


They do these things because of something about you that you can't change.



For example, someone might make rude jokes about your:

- age
- disability
- sexuality.



153 people made a complaint about offensive conduct.



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

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



- disability



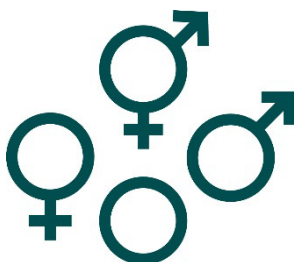
- race



- religion



- sexuality



- gender.



Inciting hatred can be someone who:

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



51 people made 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.



64 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.



We worked out 84 complaints matched the Act.



But 55 complaints didn't match what the Act covers.

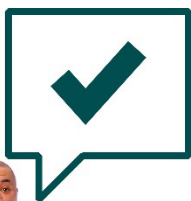


This meant we couldn't help those people deal with their complaint.



We had meetings with:

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

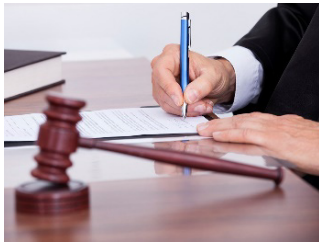


This helped deal with **76** complaints.



17 complaints were sent to the **Tasmanian Civil and Administrative Tribunal**.

We call it the Tribunal.



The Tribunal is like a court.

The Tribunal:

- holds hearings – formal meetings
- makes decisions about complaints.



A person can send their complaint to the Tribunal if they:

- don't like the decision the Commissioner made about their complaint
- want the Tribunal to look at it.

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.

You can also:



- visit our website



- send us a letter



- send us a text



- contact us on Facebook Messenger.



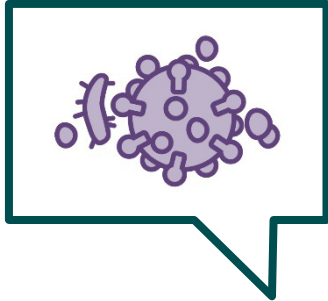
650 people contacted us.



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

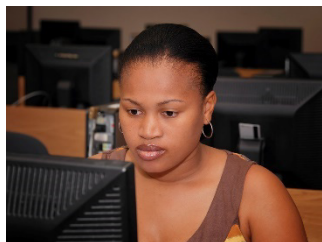


56 people told us about their experience of discrimination based on their race.



142 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.

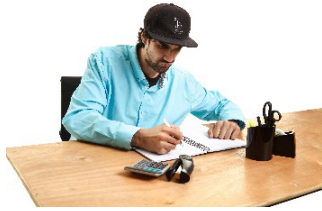
It's called *Report it!*



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.



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



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



4 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:



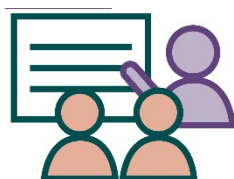
- laws about discrimination



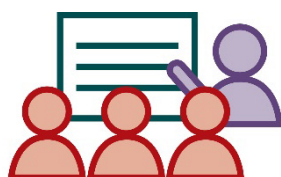
- the **rights** of workers.



Rights are rules about how everyone should be treated fairly.



We held **105** training sessions in places people work.



We held **65** training sessions with the community.

Connecting with the community



We held a meeting with people from the community.



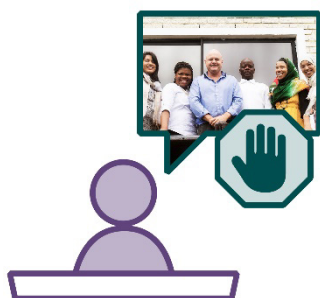
We asked them to share their ideas with us about how we can stop:

- discrimination
- harassment
- hatred.



We also made some videos.

These videos show people how to make a complaint about racism.



The Commissioner said that we need everyone to help stop racism from happening.



You can watch the videos on our website.

www.equalopportunity.tas.gov.au/news_and_events

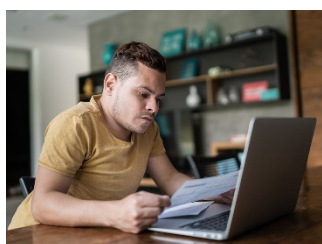
Exemptions



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.



10 people asked us for an exemption.

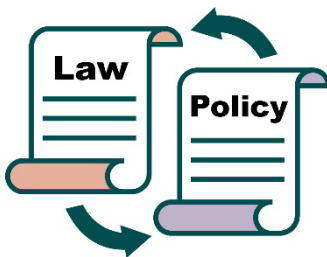


The Commissioner said yes to 3 exemptions.

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 and 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.



Exemption

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But they must have the right reasons.

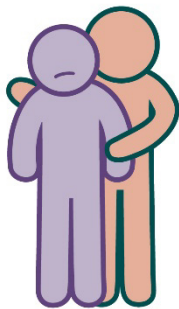
We call this an exemption.



Gender

Your gender is what you feel and understand about who you are as a person.

It isn't about whether your body looks male or female.



Harassment

Harassment is when someone treats you in a way that makes you feel uncomfortable.

Inciting hatred

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



- disability
- race
- religion
- sexuality
- gender.

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.

Policy



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

Our policies are where our rules come from

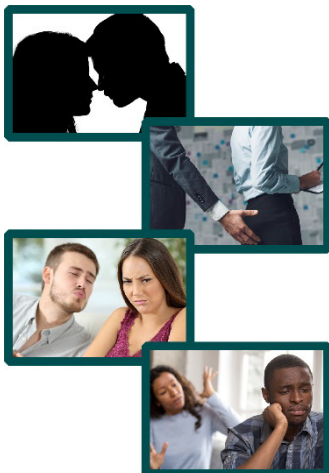


Rights

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.

Tasmanian Civil and Administrative Tribunal



The Tribunal is like a court.

The Tribunal:

- holds hearings – formal meetings
- 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



You can contact the Translating and Interpreting
Service (TIS).

131 450

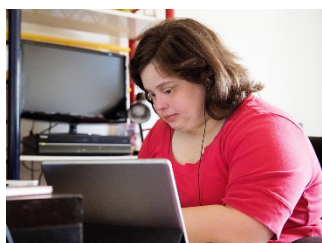


You can also contact the National Relay Service.

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**.

You can visit us.



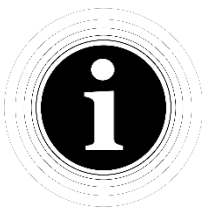
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