



# Equal Opportunity Tasmania

Annual Report 2022–2023

Easy Read version

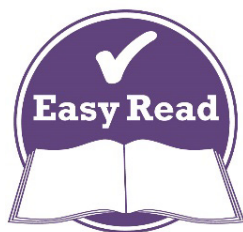


## How to use this report



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**

We wrote some words in **bold**.

# Not 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](https://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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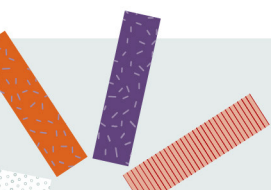
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## Equal Opportunity Tasmania



The Anti-Discrimination Commissioner works at Equal Opportunity Tasmania.

We just call them the Commissioner.



**Discrimination** is when someone treats you unfairly because of a part of who you are.

Someone might experience discrimination because of their:



- disability



- race



- religion

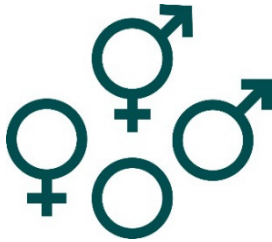


- age.

Someone might experience discrimination because of their:



- sexuality – who they love and are attracted to



- gender.

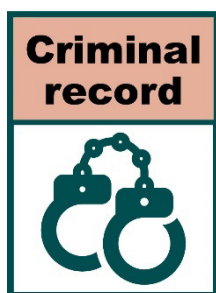
Your gender is what you feel and understand about who you are as a person.

You might think of yourself as a man or a woman or something different.

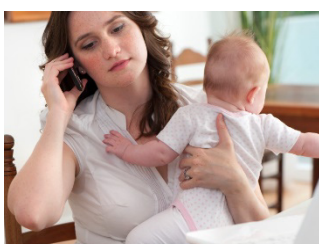
You can choose the words that are right for you.



Someone might also experience discrimination because they have:



- a criminal record



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



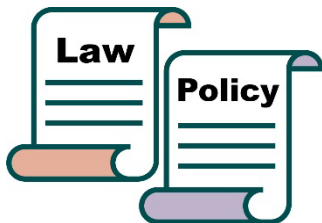
There are many other types of discrimination that are covered in the Act.



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**.

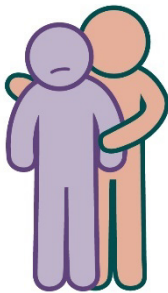
When you make a complaint, you say that someone hasn't treated you:

- fairly
- the same as other people.

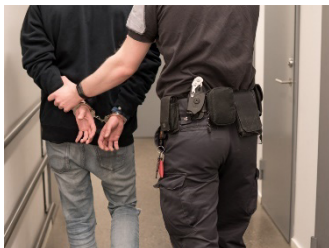
This includes complaints about:



- 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.

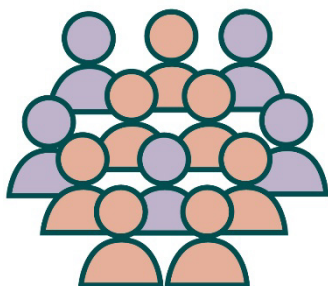


We also work to stop negative **attitudes** towards other people in the community.



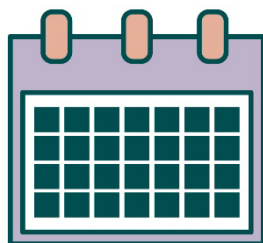
Attitudes are what you:

- think
- feel
- believe.



**12** people work on our team.

## What is this report about?



This report talks about what we did from 1 July 2022 to 30 June 2023.

## 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.



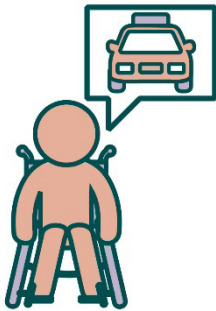
190 people made a complaint to us.



People can make a complaint about discrimination.



91 people made a complaint about disability discrimination.



We supported 1 person with disability who made a complaint about using taxis with a wheelchair.



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

- gender
- age
- race.



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 you can't change about yourself.

For example, someone might make rude jokes about your:



- race
- age
- disability
- sexuality.



**186** people made a complaint about offensive conduct.

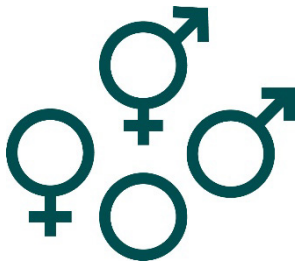


People can make a complaint about **inciting hatred**.

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



- disability



- gender



- race



- religion



- sexuality.



Inciting hatred can be someone who:

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



75 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 someone treats you badly because you:

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





103 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.





We had meetings with:

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



This helped deal with **53** complaints.



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



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



**5** 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.



We can send your complaint to the Tribunal if we think the Tribunal should look at it.



We will tell you if we send your complaint to the Tribunal.

## 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:



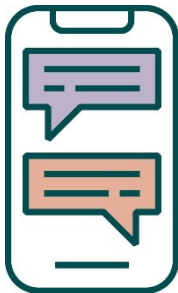
- visit our website



- send us a letter



- send us a text



- contact us on Facebook Messenger.



You can find our contact details on page 32.



**796** people contacted us.



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



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

## Our 'Report it!' form

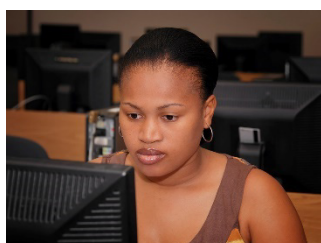


We have a form you can use.

It's called *Report it!*



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



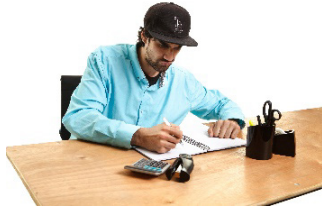
You can tell us if you:

- saw discrimination
- experienced discrimination.



You can use the *Report it!* form online.

[www.equalopportunity.tas.gov.au/resources/forms/report-it](http://www.equalopportunity.tas.gov.au/resources/forms/report-it)



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.



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



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



3 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:



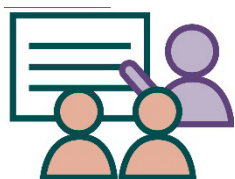
- laws about discrimination



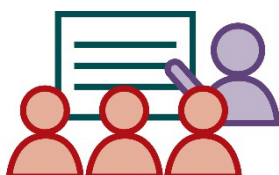
- the **rights** of workers.



Rights are rules about how everyone should be treated fairly.



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



We held **22** training sessions with the community.



## Connecting with the community



We held 2 big events last year.



We support the idea to make a Human Rights Act for Tasmania.



We have talked to people and groups in the community about how a Human Rights Act can protect people.

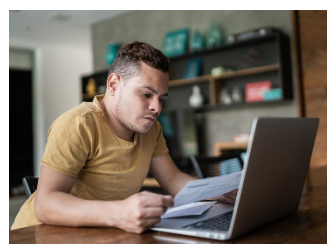
## Exemptions



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

But they must have the right reasons.

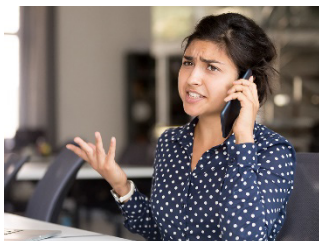
We call this an **exemption**.



You should check if an exemption applies to you.



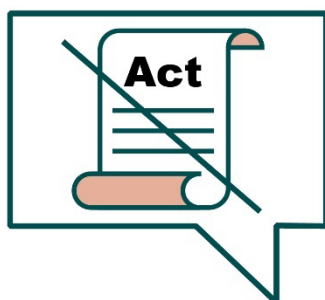
An exemption makes discrimination lawful in some places.



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.



3 people asked us for an exemption.

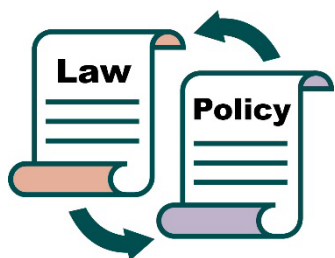


The Commissioner said no to all 3.

## 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 report mean.

### Attitudes



Attitudes are what you:

- think
- feel
- believe.

### Complaint



When you make a complaint, you say that someone hasn't treated you:

- fairly
- the same as other people.



### Discrimination

Discrimination is when someone treats you unfairly because of a part of who you are.

### 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.

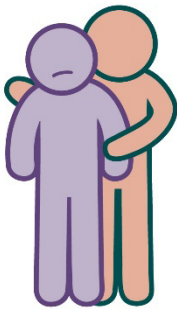
## Gender



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

You might think of yourself as a man or a woman or something different.

You can choose the words that are right for you.



## 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:



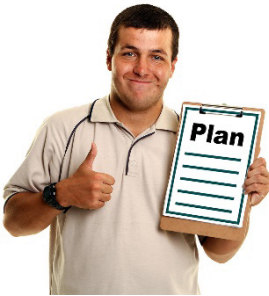
- disability
- race
- religion
- sexuality
- gender.

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

## 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 someone treats you badly because you:

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

## Contact us



You can call us.

**(03) 6165 7515**



If you live in Tasmania, you can also call us on another number.

**1300 305 062**



You can email us.

**[office@equalopportunity.tas.gov.au](mailto: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**



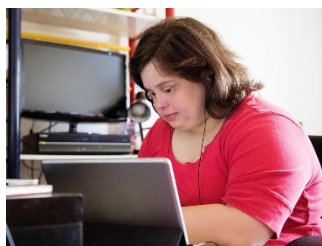


You can also contact the National Relay Service.

If you're using the internet:



- go to [internet-relay.nrscall.gov.au](http://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.

Level 1  
54 Victoria Street  
Hobart  
TAS 7000



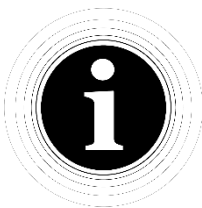
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[www.facebook.com/equal.opportunity.tasmania](https://www.facebook.com/equal.opportunity.tasmania)



You can visit our website.

[www.equalopportunity.tas.gov.au](http://www.equalopportunity.tas.gov.au)



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