



Australian Government
Attorney-General's Department

Changes to the Disability Discrimination Act

We want to know what you think

Easy Read version



How to use this document



We are the Attorney-General's Department (AGD).

We wrote this document.

Bold
Not bold

We wrote some words in **bold**.

We explain what these words mean.

There is also a list of these words on page **41**.



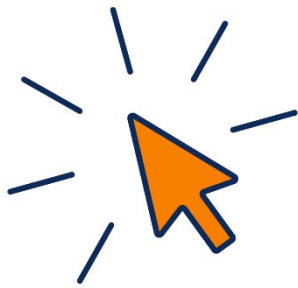
You can ask someone you trust for support to:

- read this document
- find more information.



This is an Easy Read summary
of another document.

It only includes the most important ideas.

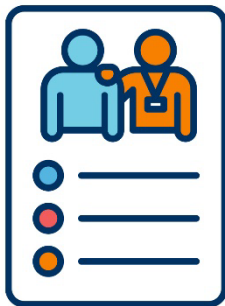


You can find the other document on our website.

www.consultations.ag.gov.au/rights-and-protections/dda-community-survey



In this document, we talk about things that might upset you.



We have a list of support services you can contact.

Their contact details are on page **34**.



This is a long document.

You don't need to read it all at once.

You can take your time.

What's in this document?

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About the Disability Discrimination Act



The Disability Discrimination Act is a law that protects people with disability from **discrimination**.

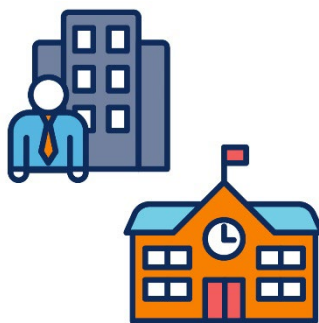
In this document, we just call it the Act.



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



Many people with disability in Australia still experience discrimination in different parts of their lives.



For example, at work or school.

Why we are reviewing the Act



The Australian Government is **reviewing** the Act to find out:

- what is working well
- what changes we could make.



The Act was made 30 years ago.



This means there are parts of the Act that don't work well anymore.



The government could make changes to the Act to make sure it protects people with disability from discrimination.



The **Disability Royal Commission** shared 15 ideas about how to make the Act better.



The Disability Royal Commission looked into problems that people with disability experienced.

It helped the Australian Government find out:

- what went wrong
- what needs to improve.



The government has used these ideas to help decide what parts of the Act we could change.

How to tell us what you think



We explain 6 areas in the Act.



We want to know how the government could change each area.



We also want to know if there are other areas in the Act that you think the government could change.



We ask you some questions.



You can answer:

- all of our questions
- some of our questions.



You can send us your ideas in an email.

DDAReview@ag.gov.au

You can also send us your ideas in a letter.



**Human Rights Branch,
Attorney-General's Department
3-5 National Circuit,
Barton
ACT 2006**



You can also share your ideas on the phone.

(02) 6141 6280



You can leave a voicemail telling us when we can call you back.



You can find out when you need to share your ideas by on our website.

www.ag.gov.au/rights-and-protections/human-rights-and-anti-discrimination/australias-anti-discrimination-law/review-disability-discrimination-act

1. Update what disability and discrimination mean



We want to know how the government could update what some words in the Act mean.



This includes:

- disability
- discrimination.

The government could update what disability means in the Act so it shows:



- more respect for people with disability



- that people with disability can experience discrimination because of other parts of who they are.

The government could update what discrimination means in the Act so:



- it's easier to understand



- it better protects people from discrimination in their daily life.



They could also make sure the words in the Act better follow the **United Nations Convention on the Rights of Persons with Disabilities (CRPD)**.



The CRPD is an agreement between different countries.

It says that people with disability should have the same **rights** as everyone else.



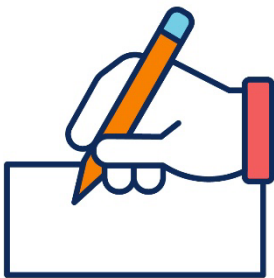
Rights are rules about how people must treat you:

- fairly
- equally.

What we want to know



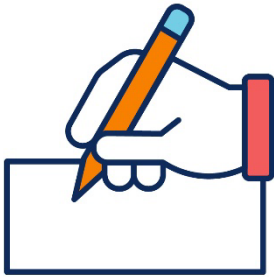
How do you think the government could explain 'disability' in the Act?



Please write your answer in the box below.



How do you think the government could explain 'discrimination' in the Act?



Please write your answer in the box below.

2. Stop discrimination from happening



People with disability can only make a **complaint** after they experience discrimination.



A complaint is when you tell someone that something:

- has gone wrong
- isn't working well.



We want to know how the government could change the Act to stop discrimination before it happens.

There could be new rules for organisations to make sure:



- they take action to stop discrimination from happening



- everyone can take part.

When we talk about organisations in this document, we mean:

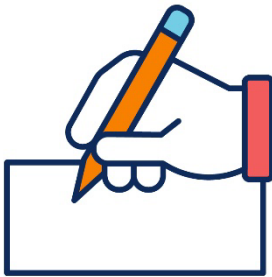


- schools
- businesses
- services.

What we want to know



What rules could the government include in the Act to make sure organisations stop discrimination from happening?



Please write your answer in the box below.

3. Make organisations more inclusive



We want to know how the government could change the rules in the Act that organisations must follow to be more **inclusive**.



When an organisation is inclusive, everyone:

- can take part
- feels like they belong.

Reasonable adjustments



The Act includes rules about making **reasonable adjustments**.



Reasonable adjustments are changes that organisations need to make so people with disability can take part.

For example, so they can work or study.



We want to know if we should change the Act so it just says 'adjustments'.



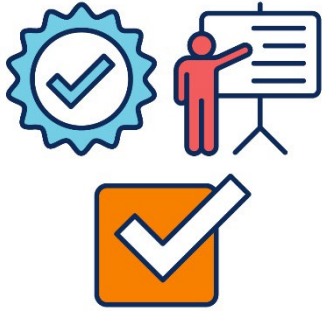
This would make it clearer to everyone what rules organisations must follow.



There are rules for **employers** about deciding if people with disability are able to do a job.



An employer is a person who hires other people to work for them.



The employer must think about if the person:

- has the right skills
- has the right training
- can do the tasks that the job needs.

We want to know if the government should update these rules so employers must:



- think about what reasonable adjustments they could make to support a person to do a job



- talk to the person about what reasonable adjustments they need to do a job.

Unjustifiable hardship



Organisations must make reasonable adjustments for people with disability unless it would cause **unjustifiable hardship**.



Unjustifiable hardship is when organisations find it too hard to change things for a person with disability.



For example, if the reasonable adjustments:

- are too hard to do
- cost too much money.



We want to know if there should be different rules for organisations about unjustifiable hardship.



These rules will help organisations make better decisions about unjustifiable hardship.

For example, the rules could say that organisations should:



- talk to people with disability about what support they need to take part



- think about other ways they can support people with disability to take part.

Clearer rules for schools



We also want to know how the government could make the rules clearer for schools about how to support students with disability.

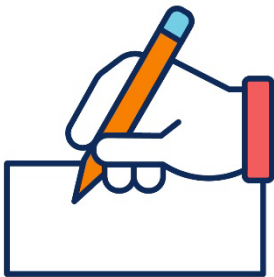


For example, the rules could say that it is discrimination if a school stops a student from coming to school or taking part because of their disability.

What we want to know



What rules could the government include in the Act to make sure organisations support people with disability to take part?



Please write your answer in the box below.

4. Better protect people with disability

Offensive behaviour



We want to know how the government could change the Act to better protect people from experiencing **offensive behaviour** because of their disability.

Offensive behaviour is when someone says or does something serious about a person's disability that could:



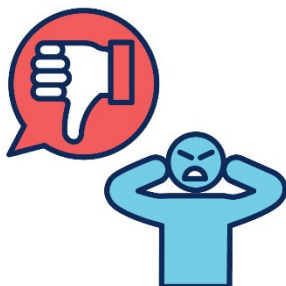
- **intimidate** them – make them feel scared or unsafe



- **humiliate** them – make them feel very bad



- **offend** them – make them very upset



- **insult** them – make them very angry.

Spreading hate



We want to know how the government could change the Act to stop people from spreading hate about people with disability.



They could make new rules that make it against the law to spread hate about people with disability.

Treatment by the police



There are rules in the Act to stop the police from treating people differently because they have a disability.



We want to know how the government could make these rules clearer.



This could help people with disability to get the support they need from the police.

What we want to know

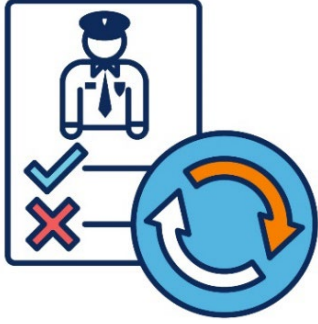


What rules could the government make to better protect people with disability from:

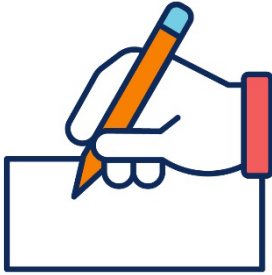
- offensive behaviour?
- spreading hate about people with disability?



Please write your answer in the box below.



How could the government change the rules about how the police should treat people with disability?

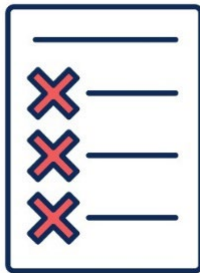


Please write your answer in the box below.

5. Check when people can be treated in a different way



There are rules in the Act to stop people with disability from experiencing discrimination.



But the Act also says there are times when people or organisations don't have to follow these rules.

For example, they might be allowed to treat people with disability in a different way to:



- support the person to take part

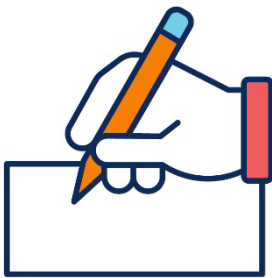


- keep everyone safe.

What we want to know



How should the government change the rules in the Act about when people with disability can be treated in a different way?



Please write your answer in the box below.

6. Update some rules in the Act

Assistance animals



We want to know how the government could update the rules in the Act about **assistance animals**.

Assistance animals are trained to support people with disability in different ways.

For example, a guide dog.

They could look at how to update these rules to make them clearer about:



- training for assistance animals



- how to prove that an animal is an assistance animal.

Disability action plans



We want to know how the government could update the rules in the Act about disability action plans.



We could look at rules to make disability action plans work better.

Disability standards



We want to know what rules the government could include in the Act to make sure organisations follow disability **standards**.

Standards are rules about how to do things well.

You can:



- meet standards
- go above standards
- not meet standards.



Disability standards include rules about making it easy for people with disability to:

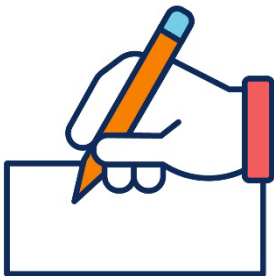
- find and use services
- move around.

What we want to know

What could the government include in the rules:



- about assistance animals?
- about disability action plans?
- to make sure organisations follow disability standards?



Please write your answer in the box below.

7. Other changes we could make



Are there other things you think the government could change in the Act that we haven't talked about?



Please write your answer in the box below.

Support for you



There are services you can contact if you need support.



You can find their contact details on the following pages.

Translating and Interpreting Service (TIS)



If you need something in a language other than English, you can call the Translating and Interpreting Service (TIS).

131 450



You can ask them to connect you to one of the services below.

National Relay Service (NRS)



You can call the National Relay Service if you:

- are deaf or hard of hearing
- find it hard to speak using the phone.



TTY (Type and Listen)

1800 555 677



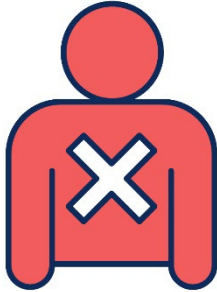
Speak and listen

1300 555 727



You can ask them to connect you to one of the services below.

Lifeline



Lifeline is a service for people who are at risk of ending their own life.



You can call Lifeline any time.

13 11 14



You can use Lifeline's online chat to talk to someone.

www.lifeline.org.au/crisis-chat

13YARN



13YARN supports Aboriginal and Torres Strait Islander Peoples.



You can call them any time.

13 92 76

Kids Helpline



Kids Helpline supports children and young people who are 5 to 25 years old.



You can call Kids Helpline any time.

1800 551 800

1800ELDERHelp



1800ELDERHelp supports older people who have experienced **abuse**.



Abuse is when someone:

- hurts you
- scares you
- controls you.



You can call them any time.

1800 353 374

National Disability Abuse and Neglect Hotline



The National Disability Abuse and Neglect Hotline supports people with disability who have experienced:

- abuse
- **neglect.**



Neglect is when someone is not helping you the way they are supposed to.



You can call them:

- Monday to Friday
- 9 am to 7 pm.

1800 880 052

1800RESPECT



1800RESPECT supports people who experience **domestic and family violence.**



Domestic and family violence is when someone close to you:

- hurts you
- scares you
- controls you.



You can call them any time.

1800 737 732

Word list

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



Abuse

Abuse is when someone:

- hurts you
- scares you
- controls you.



Assistance animal

An assistance animal is trained to support people with disability in different ways.



Complaint

A complaint is when you tell someone that something:

- has gone wrong
- isn't working well.

Disability Royal Commission



The Disability Royal Commission looked into problems that people with disability experienced.

It helped the Australian Government find out:

- what went wrong
- what needs to improve.



Discrimination

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

Domestic and family violence



Domestic and family violence is when someone close to you:

- hurts you
- scares you
- controls you.



Employer

An employer is a person who hires other people to work for them.



Humiliate

When someone humiliates you, they make you feel very bad.



Inclusive

When an organisation is inclusive, everyone:

- can take part
- feels like they belong.



Insult

When someone insults you, they make you very angry.



Intimidate

When someone intimidates you, they make you feel scared or unsafe.



Neglect

Neglect is when someone is not helping you the way they are supposed to.



Offend

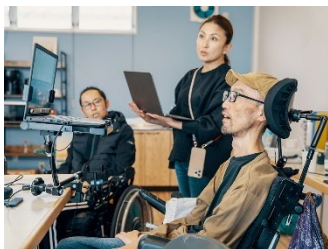
When someone offends you, they make you very upset.



Offensive behaviour

Offensive behaviour is when someone says or does something serious about a person's disability that could:

- intimidate them
- humiliate them
- offend them
- insult them.



Reasonable adjustments

Reasonable adjustments are changes that organisations need to make so people with disability can take part.



Review

When you review something, you check to see what:

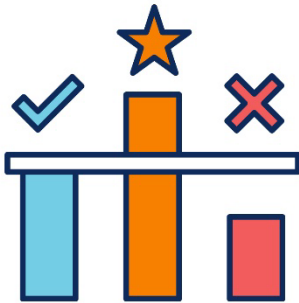
- works well
- needs to be better.



Rights

Rights are rules about how people must treat you:

- fairly
- equally.



Standards

Standards are rules about how to do things well.

You can:

- meet standards
- go above standards
- not meet standards.



United Nations Convention on the Rights of Persons with Disabilities (CRPD)

The CRPD is an agreement between different countries.

It says that people with disability should have the same rights as everyone else.



Unjustifiable hardship

Unjustifiable hardship is when organisations find it too hard to change things for a person with disability.



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