

Telephone: 07 3900 6000

Reference: -

Secretary

Community Safety and Legal Affairs Committee

Via email: -

Dear Committee

Thank you for your email dated 18 June 2024 regarding the Community Safety and Legal Affairs Committee's inquiry into the *Respect at Work and Other Matters Amendment Bill 2024*.

The Queensland Family and Child Commission (QFCC) is an independent Queensland government agency that works to improve both the child protection and youth justice systems by influencing systemic change, assessing systems performance, collaborating with impact and listening to the voices of Queensland's children and families. The QFCC is committed to Aboriginal and Torres Strait Islander children and families, and the advancement of child rights.

I support the intention to move towards a more preventive approach to discrimination at work and welcome the addition of some new attributes to Queensland's Anti-Discrimination Act. I also support the opportunity taken to align Queensland's Act with changes made to the Federal Sex Discrimination Act.

Societal changes since 1991 mean there are significant gaps in the current Act, yet only some of the attributes outlined in the *Building Belonging* report have been proposed for amendment or introduction. For the current round of amendments to focus chiefly on sex discrimination at work is not reflective of the diversity of workplaces in 2024. Instead, it appears that some people in some circumstances will be better protected than others.

I consider it necessary, as recommended in *Building Belonging*, to replace the Act rather than introduce a partial set of revisions. There is no need to await a 'stage 2' of reform when a draft Bill has already been prepared and publicly discussed.

Thank you for the opportunity to comment on this Bill.

Yours sincerely

**Natalie Lewis**  
**Commissioner**  
**Queensland Family and Child Commission**

July 2024