

# SEX DISCRIMINATION AND FAIR WORK AMENDMENT ACT 2021

## RESPECT@WORK

On 2 September 2021, the Government passed the Sex Discrimination and Fair Work (Respect at Work) Amendment Act 2021. The Respect@Work Act amends the Sex Discrimination Act 1984 (Cth) the Australian Human rights Commission Act 1986 (AHRC Act) and the Fair Work Act 2009 (Cth) (FW Act)

Changes will start on the day after the Bill receives royal assent (expected shortly)



### AMONG OTHERS, THE FOLLOWING KEY CHANGES WILL TAKE EFFECT:

#### Under the Fair Work Act:



- It will be explicitly stated that sexual harassment in connection with a person's employment can be a valid reason for dismissal
- A worker who is sexually harassed at work will be able to apply for a Fair Work Commission 'Stop Sexual Harassment Order', similar to the 'Stop Bullying Order'
- If a worker or their partner have a miscarriage, they will now each be entitled to 2 days' paid compassionate leave (unpaid for casuals)

#### Under the Sex Discrimination Act:

- Discrimination involving harassment on the grounds of sex will now be expressly prohibited
- Sexual harassment protections will now be extended to all paid and unpaid workers, including volunteers, interns, apprentices and the self-employed
- Complaints by (and against) members of Parliament, Commonwealth, state and territory judges, and state and territory public servants now applies

#### Under the Australian Human Rights Commission Act:

- The time period available for making a complaint under the Sex Discrimination Act to the Human Rights Commission will be extended from six months to two years



### What should you do?

- Review all amendments to the Acts and ensure your policies and procedures are up to date
- Have a comprehensive complaints handling and grievance procedure
- Ensure your managers are educated and trained to handle complaints
- Provide comprehensive training to all staff on appropriate behaviour in the workplace

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# **Sex Discrimination Handbook**

**Mary Ellen Verheyden-Hilliard**



## **Sex Discrimination Handbook:**

Sex Discrimination Handbook Barbara S. Gamble, 1992      **Women Winning** Virginia E. Pendergrass, 1979      The Sex Discrimination Handbook Harjit Grewal, 1990 This series aims to put the facts at the fingertips of anyone who needs to know about the law Covering a wide range of topics they are easy to read and explain your rights under the law This volume deals with the issue of sex discrimination      Justice and Gender Deborah L. RHODE, Deborah L Rhode, 2009-06-30 This is the first book to provide a comprehensive investigation of gender and the law in the United States Deborah Rhode describes legal developments over the last two centuries against a background of historical and sociological changes in women's activities and attitudes toward these new developments She shows the way cultural perceptions of gender influence and in turn are influenced by legal constructions and what this complicated interaction implies about the possibility or impossibility of using law as a tool of social change Table of Contents Introduction Part One Historical Frameworks 1 Natural Rights and Natural Roles Domesticity as Destiny The Emergence of a Feminist Movement Nineteenth Century Legal Ideology Separate and Unequal 2 The Fragmentation of Feminism and the Legalization of Difference The Postsuffrage Women's Movement Separate Spheres and Legal Thought Part Two Equal Rights in Retrospect 3 Feminist Challenges and Legal Responses The Growth of the Contemporary Women's Movement Governmental Rejoinders Liberalism and Liberation 4 The Equal Rights Campaign Instrumental Claims Symbolic Underpinnings Political Strategies Requiem and Revivals 5 The Evolution of Discrimination Doctrine The Search for Standards Separate Spheres Revisited Bona Fide Occupational Qualifications Definitions of Difference Part Three Contemporary Issues 6 False Dichotomies Benign and Invidious Discrimination in Welfare Policy Elderly Women and Social Security Special Treatment or Equal Treatment Pregnancy Maternal and Caretaking Policy Public and Private Social Welfare and Childcare Policies 7 Competing Perspectives on Family Policy Form and Substance The Marital Nonmarital Divide Lesbian Gay Rights and Social Wrongs Equality and Equity in Divorce Reform Text and Subtext in Custody Adjudication 8 Equality in Form and Equality in Fact Women and Work Occupational Inequality The Legal Response Employment Policy and Structural Change 9 Reproductive Freedom The Historical Legacy Abortion Adolescent Pregnancy Reproductive Technology 10 Sex and Violence Sexual Harassment Domestic Violence Rape Prostitution Pornography 11 Association and Assimilation Private Clubs and Public Values Education Athletics Different But Equal Conclusion Principles and Priorities Differences over Difference Differences over Sameness Theory about Theory Legal Frameworks Notes Index Reviews of this book Rhode's work is impressive in its scholarship and its range a compelling account Josephine Shaw International and Comparative Law Quarterly Reviews of this book The definitive treatment of the American legal system's struggle to deal with issues pertaining to gender The strength of Rhode's analysis however is not its historical aspect but its probing view of modern gender issues The focus is always on the deeper forces that have led to gender disadvantage There is much to be learned from reading this volume Victoria J Dodd Bimonthly Review of Law Books Reviews of this book A

comprehensive journey through the history of law and gender The book is important in a number of ways It paints in stark irrefutable colors the irrational prejudices that have served to justify legal determinations limiting equality I t has the audacity to ask the law to turn on itself and work more justly Sheila James Kuehl California Lawyer Reviews of this book Encyclopedic Thorough carefully nuanced Rhode gives all sides their fair due on every issue she takes up A valuable resource for many years to come Susan Okin Law and Social Inquiry Justice and Gender breaks the impasse created by legal and theoretical debates over sameness and difference Deborah Rhode s brilliant analysis of gender and the law in the United States from the nineteenth century to the present argues persuasively for theories rooted in careful contextual analysis and for a legal emphasis on gender disadvantage rather than gender difference This book offers a new vantage point from which to think about the role of law in building a just society Sarah M Evans University of Minnesota Sexual Harassment Lynne Eisaguirre,1997-12 This new edition updates the first with a revised and a lengthier introduction including new schoolroom and college controversies an expanded chronology new and updated biographical sketches and court cases and an expanded section on law in schools and colleges Recent studies and statistics an updated and annotated listing of organizations and current print and nonprint resources including Internet sites are also included Students legislators women s advocacy groups and journalists will find Sexual Harassment to be a valuable resource on this timely and controversial topic **Sex Discrimination in Education** National Coalition for Women and Girls in Education,Margaret Dunkle,Cecile Richards,1977 **Women's Legal Handbook** Lee Ellen Ford,1974 **Sex Discrimination in the Workplace** Women's Legal Defense Fund, inc,1988 **The Handbook of Human Resource Management Policies and Practices in Asia-Pacific Economies** Michael Zanko,2002 There is considerable rigour behind the work and the contexts are well positioned The books have excellent HR data for not only businesses but employees considering a transfer to an international location In addition to the primary authors cadres of industry advisors were assembled of considerable status and representing mainstream organisations and unions The countries covered total twenty one and in addition there is a summary chapter in volume two on issues trends and implications Obviously there are other reference points available on single countries and indeed dual country comparisons but this work is timely highly relevant and extremely valuable It is recommended most highly Geoffrey N De Lacy Australian Human Resource Institute Journal A very welcome and valuable addition to the literature this two volume handbook covers current HRM policies and practices in all 21 APEC Asia Pacific Economic Cooperation member economies For the first time we have single source access to a codified set of macro level HRM profiles for APEC membership economies this project helps fill the need for systematic and accurate HRM data in a very large geographic area including four continents divided by the Pacific Ocean this is an impressive compilation and will benefit government and business organizations when formulating strategy for employment relations It will also assist those in the academic sector with the research and teaching of cross cultural management issues It should be a welcome addition to most

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**Workshops on Sex Equality in Education** Mary Ellen Verheyden-Hilliard,1976

**Women's Legal Handbook** ,1976

Handbook for Achieving Gender Equity Through Education Susan S. Klein,Barbara Richardson,Dolores A. Grayson,Lynn H. Fox,Cheris Kramarae,Diane S. Pollard,Carol Anne Dwyer,2014-05-22 First published in 1985 the Handbook for Achieving Gender Equity Through Education quickly established itself as the essential reference work concerning gender equity in education This new expanded edition provides a 20 year retrospective of the field one that has the great advantage of documenting U S national data on the gains and losses in the efforts to advance gender equality through policies such as Title IX the landmark federal law prohibiting sex discrimination in education equity programs and research Key features include Expertise Like its predecessor over 200 expert authors and reviewers provide accurate consensus research based information on the nature of gender equity challenges and what is needed to meet them at all levels of education Content Area Focus The analysis of gender equity within specific curriculum areas has been expanded from 6 to 10 chapters including mathematics science and engineering Global Diversity Focus Global gender equity is addressed in a separate chapter as well as in numerous other chapters The expanded section on gender equity strategies for diverse populations contains seven chapters on African Americans Latinas Asian and Pacific Island Americans American Indians gifted students students with disabilities and lesbian gay bisexual and transgender students Action Oriented All chapters contain practical recommendations for making education activities and outcomes more gender equitable A final chapter consolidates individual chapter recommendations for educators policymakers and researchers to achieve gender equity in and through education New Material Expanded from 25 to 31 chapters this new edition includes more emphasis on male gender equity

and on sexuality issues special within population gender equity challenges race ability and disability etc coeducation and single sex education increased use of rigorous research strategies such as meta analysis showing more sex similarities and fewer sex differences and of evaluations of implementation programs technology and gender equity is now treated in three chapters women s and gender studies communication skills relating to English bilingual and foreign language learning and history and implementation of Title IX and other federal and state policies Since there is so much misleading information about gender equity and education this Handbook will be essential for anyone who wants accurate research based information on controversial gender equity issues journalists policy makers teachers Title IX coordinators equity trainers women s and gender study faculty students and parents Educators' Handbook on Federal Anti-sex Discrimination Laws James Mercer, University of Colorado at Denver. Institute for Equality in Education, 198? **Women's Legal Handbook**, 1974 **Sex Discrimination and Equal Pay**, 1998 Employment Law Handbook Daniel Barnett, Henry Scrope, 2008 This new edition has been updated to take account of legislative and other developments including the Age Discrimination 2006 Regulations the Corporate Manslaughter and Corporate Homicide Act 2007 the changes to dispute resolution procedures and the impact of the Work and Families Act 2006

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