

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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