



Your right to **A FAIR GO** DISCRIMINATION – INDUSTRIAL ACTIVITY

THE
FACTS
FAIR

Discrimination is treating someone unfairly or less favourably because of a personal characteristic.

In Victoria it is against the law to discriminate against someone because of their actual or assumed industrial activity.

What does 'industrial activity' mean?

Industrial activity relates to participation in and membership of an industrial organisation. It also refers to the refusal to join and/or participate in an industrial organisation.

An industrial organisation includes an organisation of employees such as a trade union, an association of employers such as a local chamber of manufacturers or any other group established for people in a particular industry, trade, profession or business.

Zoe is a shop steward at a textiles factory. She takes two years off work to have children. When she decides to re-enter the workforce she telephones the personnel manager of her former employer. Zoe is told: "We don't want union types around here. There's no room for people like you in this company".

The VEOHRC complies with Victorian privacy laws and the confidentiality provisions of the Equal Opportunity Act 1995. For a copy of the VEOHRC's privacy policy, please go to www.humanrightscommission.vic.gov.au/privacy or contact the VEOHRC.

DISCLAIMER: This information is intended as a guide only. It is not a substitute for legal advice.

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When is discrimination against the law?

Discrimination laws apply to public behaviour, not to private conduct.

Public areas covered by the law include accommodation, clubs and club members, disposal of land, education, employment, goods and services, sport and local government.

Ally is asked about her industrial activities at a job interview and is then refused the job because of her answer.

How can the Victorian Equal Opportunity and Human Rights Commission help?

We help resolve complaints of discrimination by offering a confidential, free and impartial resolution service with the aim of achieving a mutual agreement.

Representative Complaints

Victoria's equal opportunity laws were amended on October 11 2006 making it possible for a person or representative body to lodge a complaint with the Commission on behalf of a named person or persons who believe they have been subjected to discrimination or sexual harassment. A representative must be either a person with the same complaint or an organisation with sufficient interest in the complaint.

Contact our free and confidential
Advice Line: (03) 9281 7100
TOLL FREE (country callers) 1800 134 142
TTY: (03) 9281 7110
Email: information@veohrc.vic.gov.au
Free interpreters are available on request