



Your right to **A FAIR GO** DISCRIMINATION – POLITICAL BELIEF OR ACTIVITY

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 political beliefs or activities.

What does 'political beliefs and activities' mean?

Political belief or activity refers to whether a person holds or does not hold a lawful political belief, or whether they participate or refuse to take part in a lawful political activity. This includes holding particular political beliefs, being a member or not being a member of a political party or participating in political action.

At a job interview Ally is asked if she is a member of a conservation organisation. When she says no, the interviewer abruptly ends the conversation, claiming all employees must share the beliefs of the employer.

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.

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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Graham, a year 11 student, submits an assignment for his politics class which supports the legalisation of marijuana and a political party that advocates marijuana reform. His teacher is concerned about Graham's political beliefs and tells the principal who suspends him because of his views.

EXCEPTION

An employer may discriminate on the basis of political belief or activity where the employment being offered is as a political adviser for a government minister or work for a political party, electorate office or any similar employment.

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