



Discrimination at work

**Children and Young People with
Disability Australia**

About this book



This book is from Children and Young People with Disability Australia or CYDA.

This book has some hard words.



Hard words are in **bold**.

We tell you what they mean.

This book is about **discrimination** at work.



Discrimination means you are treated differently to people who do not have disability.



The law says we cannot treat people differently because they have disability.



Discrimination can be

- if you cannot enter a place because you have a guide dog

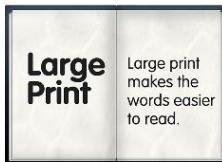


- if you are paid less because of your disability.



Discrimination can also be

- when you do not get a job interview because of your disability



- when your work does not make **reasonable adjustments.**



Reasonable adjustments are when an organisation makes changes to support people with disability.

What to do if you experience discrimination



You should try to get proof of how you are not treated fairly.



You can

- take photos of emails or messages



- write what people say



- write when they say it.

You can talk to someone you trust about the discrimination.



You might talk to

- a family member



- a friend



- someone you work with.



You can also talk to an **advocacy organisation.**

Advocacy organisations support people with disability.



You do not have to pay to get help from an advocacy organisation.

You can also talk to the **Human Rights Commission.**



The Human Rights Commission helps people who are not treated fairly.

The Human Rights Commission will need to know



- what happened



- when it happened



- who was there



- why what happened was discrimination.

More information



For more information you can contact the Australian Human Rights Commission.

Call 1300 369 711



Website humanrights.gov.au



You can also contact People with Disability Australia.

Call 1800 422 015



Email pwd@pwd.org.au



If you feel sad or worried you can contact Lifeline.

Call 13 11 14



Website www.lifeline.org.au

CYDA's DREAM resources have been created to provide general information to employers and young people with disability who may be seeking employment. The content has been informed by a co-design process with employers and young people with disability. Funding for the project was provided by the Australian Government's Department of Social Services, as part of a Disability Youth Leadership Grant.

This fact sheet was current as of September 2023 and may not contain the most recent information and updates. Information is provided as a general guide and should not be considered legal or professional advice. Pictures by Photosymbols.