



TransGender Victoria Inc

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1 February 2012

Assistant-Secretary
International Human Rights and Anti-Discrimination Branch
Attorney General's Department
Robert Garran Offices
3-5 National Circuit
BARTON ACT 2600

Via email: antidiscrimination@ag.gov.au

Dear Assistant-Secretary,

**SUBMISSION ON THE ATTORNEY-GENERAL DEPARTMENT'S
CONSOLIDATION OF COMMONWEALTH ANTI-DISCRIMINATION LAWS -
DISCUSSION PAPER**

We thank you for the opportunity to contribute to the discussion on this very important area of law reform.

TransGender Victoria supports the submission of The Victorian Gay and Lesbian Rights Lobby.

Further:

We support the notion that public sector organisations have a positive duty to eliminate discrimination and harassment.

We support the inclusion of pregnancy as an attribute as we support the right of people to control their own bodies.

We support the inclusion of homelessness as an attribute due to the high levels of homelessness among transgender people, especially young transgender people.

We believe definitions of sex and gender identity need to move beyond assuming that everyone conforms to a binary consisting of male and female.

We believe that the definition of gender identity needs to expressly cover gender expression as discrimination against (for example) masculine females and feminine men, frequently has overlap with discrimination against transgender people. It would also cover people who are not transgender, yet differ from someone else's expectations regarding sex and gender.

We support protection of volunteers on levels equal with employees as a significant proportion of transgender people often seek to volunteer as a starting point to paid employment, yet find the path to employment blocked due to discrimination. Anything that unblocks that path can only be helpful.

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Please contact me with any query.

Yours sincerely

[Signature removed]

SALLY GOLDNER
Spokesperson
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