

For the purpose of combining all commonwealth discrimination pieces of legislation into one single piece of legislation, unlawful discrimination on the basis of age, race, gender, sexual orientation, pregnancy and disability should be categorise into three groups: direct discrimination, indirect discrimination and failure to provide reasonable adjustments; which be apply generally to all areas of life. The test should be a comparison between the aggrieved and an ordinary citizen in the same circumstance. In the application of equality before the law in terms of disability, people with disabilities should have a trained interpreter. Clubs should be describe as any non-profit organisation that offers membership regardless of legal status or size. The Attorney General should be able to make standards. Volunteers should be covered. A formal complaint should mean that the parties are unable to voluntarily conciliate. Representative bodies should be able to take cases to court in systematic discrimination cases. Pensioners and those using legal aid should be able to ask for a cap on court costs in the event of the court awards costs to a winning side and when the parties cannot agree on paying their own costs. Exemptions to anti-discrimination should only occur when all reasonable means have been exhausted. The Immigration Act should be consistent with the Disability Discrimination Act. The Australian Human Rights Commission should be able to inquire whether state, territory and commonwealth legislation is consistent with international conventions and whether they promote the participation in society of population groups. The Australian Human Rights Commission should have powers under the Fair Work Act to ensure that inherent requirements provide a balance between participation in the workplace and legitimate concerns. This single anti-discrimination legislation should apply to all Commonwealth, state, territory and local instruments.