

**From:** Adrian Buckley  
**Sent:** Friday, 29 September 2023 6:08 PM  
**To:** nsw-lrc@justice.nsw.gov.au  
**Subject:** Anti Discrimination Act Submission

New South Wales Law Reform Commission  
GPO Box 31  
Sydney, NSW 2001  
Australia

Dear Members of the New South Wales Law Reform Commission,

**Subject: Urgent Call for a Radical Revision of the NSW Anti-Discrimination Act**

I am writing to you as a concerned citizen who firmly believes in the principles of equality, justice, and fairness in our society. I would like to draw your attention to a pressing issue that warrants immediate attention—the growing confusion and belief-based bias in the NSW Anti-Discrimination Act.

The very essence of anti-discrimination legislation, from its inception, was to rectify injustices inflicted upon individuals due to their immutable human characteristics. Such characteristics include but are not limited to race, ethnicity, sex, sexual orientation, age, and disability. These laws were put in place to ensure that no one would suffer prejudice or disadvantage because of attributes beyond their control.

Regrettably, over time, the scope of anti-discrimination legislation has been broadened to encompass changeable beliefs and opinions. While respecting diverse perspectives is crucial in a democratic society, the inclusion of beliefs within anti-discrimination laws has led to unintended consequences. These changes have, in effect, transformed anti-discrimination legislation into de facto discrimination legislation, muddying the original intent of these laws.

It is essential to reassert the fundamental principles that underpin anti-discrimination legislation and remove the ambiguity surrounding belief-based bias. Discrimination should only be addressed when it pertains to immutable human characteristics. Belief systems and opinions, no matter how deeply held, should not be subject to the same legal protections as these innate qualities.

If individual belief systems require legal protection, it is more appropriate to address them through specific, single-issue legislation rather than conflating them with discrimination laws. Failure to do so leads to a highly discriminatory situation where some beliefs are granted preferential treatment over others.

Therefore, I urge the New South Wales Law Reform Commission to take immediate action to radically revise the NSW Anti-Discrimination Act. This revision should refocus the law on its original goals - eradicating discrimination against immutable human characteristics, specifically race, ethnicity, sex, sexual orientation, age, and disability, - while addressing belief-based issues through separate, appropriately tailored legislation.

By making this change, we can restore clarity, fairness, and equity to our legal framework and ensure that our laws reflect the values of a just and inclusive society. I believe that such revisions are not only necessary but are also a vital step towards a more equitable future for New South Wales.

Thank you for your attention to this critical matter. I eagerly await the Commission's response and look forward to witnessing a more just and clear Anti-Discrimination Act in our state.

Sincerely,

Adrian Buckley