

From:
To: [ADAreview](#)
Subject: ADA Consultation Submission
Date: Tuesday, 12 August 2025 12:08:20 PM

Dear Sir/Madam,

I am writing to express my views on the Anti Discrimination Act reform. Please do not include my name when you publish this.

In particular I am concerned about the following issues:

- Using a subjective approach towards vilification may lead to unpredictable and inconsistent outcomes, resulting in injustice. Also, it focuses on an individual's perception rather than a general standard, which may vary significantly between different people, making it truly subjective and unreliable. A consistent, objective approach is necessary for fair evaluations and decisions.
- Replacing sex with gender is problematic because it introduces legal uncertainty, potentially undermining sex-based rights. Additionally, incorporating Gender Identity into the legislation can lead to frivolous litigation, discrediting discrimination law. This substitution may compromise legal protections and promote unfounded legal disputes, weakening the justice system.
- Lowering the burden of proof and shifting it to a defendant is wrong because it can result in innocent defendants being found liable and having to pay considerable damages, even without strong evidence against them. Additionally, this change risks trivializing genuine claims of discrimination, as it may lead to an increase in false or exaggerated allegations.

Thank you very much for considering this submission.

Kind regards,