

From:
To: [ADAreview](#)
Subject: Inquiry Submission
Date: Tuesday, 12 August 2025 1:32:05 PM

Dear Sir/Madam,

I write to make a submission on this consultation. I should be grateful if you would make my submission anonymous when published.

A subjective approach towards vilification is not appropriate because it would impose an unacceptable restriction on free speech without any proportional benefit. Additionally, it is too subjective and could vary greatly depending on an individual's perception, potentially leading to inconsistent and unpredictable outcomes.

Lowering the burden of proof and shifting it to defendants is wrong because it disproportionately affects small businesses, which lack resources to defend themselves, and risks frivolous claims. Additionally, it diminishes the gravity of actual instances of societal injustice such as gender pay disparity and harms societal progress.

Intersectionality poses a problem because it encourages "shopping" or "stacking" of protected attributes, leading to the potential misuse of the system. The focus should be on the presence of discrimination, not the number of ways or qualitative aspects of the experienced discrimination. Therefore, adding weight or penalties based on multiple protected attributes can lead to misuse and divert attention from the primary issue of addressing and combating discrimination.

Thank you very much for considering this submission.

Kindest regards,