

From:
To: [ADAreview](#)
Subject: ADA Consultation Submission
Date: Tuesday, 12 August 2025 8:18:33 PM

Dear Sir/Madam,

This is my response to the consultation on the Anti Discrimination Act reform. Please publish this anonymously.

Intersectionality poses a problem because it suggests that individuals with multiple protected attributes should receive added weight or penalties for the discrimination they face. However, the focus should be on whether they've experienced discrimination, not the number of ways or how qualitatively they've been discriminated against. Alternative bases of discrimination are already accounted for, and if one is proven, it should be sufficient.

Adopting a subjective approach towards vilification would be detrimental to free speech and its subjectivity would risk creating an unpredictable standard, as it focuses on individual perception. This could lead to a chilling effect on public discourse, stifling robust debate and discussion.

Replacing sex with gender is problematic because it introduces legal uncertainty, undermining sex-based rights. Also, it risks encouraging vexatious litigation and bringing discrimination law into disrepute, as it conflates sex and gender identity, which are distinct concepts.

Thank you for taking the time to consider my submission.

Yours sincerely,