

**From:**  
**To:** [ADAreview](#)  
**Subject:** Fwd: Submission  
**Date:** Tuesday, 12 August 2025 8:29:51 PM

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Dear Sir/Madam,

I am emailing to make a submission on Anti Discrimination Act reform. Please publish this anonymously.

Here are the main issues from my perspective:

1. Replacing sex with gender is problematic because it opens up the possibility of vexatious litigation and undermines protections based on biological reality. This could lead to the misuse of laws and the loss of important legal safeguards that are currently in place.
2. The reforms risk freedom of religion because, by setting a low threshold for what counts as religion, they could encompass trivial concerns and particular ideologies. This could dilute the meaning of religion and lead to its misuse as a protected attribute for non-religious beliefs, potentially restricting freedom of speech and conscience.
3. Lowering the burden of proof and shifting it to a defendant is unjust because it disproportionately affects small businesses, which often lack adequate records or resources. This scenario places them at a disadvantage against activist claims. Moreover, an innocent defendant may face hefty financial damages, an undue burden that is not in line with the principles of justice.

I look forward to seeing the final report on this consultation exercise.

Best wishes,