

From: [Remy Chadwick](#)
To: [ADAreview](#)
Subject: Consultation submission
Date: Wednesday, 13 August 2025 8:00:44 AM

Dear Sir/Madam,

This is my response to the consultation on the Anti Discrimination Act reform. Please publish this submission under my full name.

Intersectionality poses a problem because it suggests adding weight or penalties for multiple protected attributes, which distorts the focus from whether someone has experienced discrimination to the manner and extent of their victimization. Current anti-discrimination laws already address multiple grounds, rendering intersectionality unnecessary and potentially detrimental to existing legal frameworks.

A subjective approach towards vilification is not appropriate because it would impose an unnecessary restriction on free speech, without a significant benefit. It is too subjective, focusing on whether a person may be offended, which is highly individual and variable, and cannot be a reliable basis for legal decisions.

Replacing sex with gender is problematic because it eliminates protections based on biological reality, risks vexatious litigation, and can bring discrimination law into disrepute. Gender identity can politicize and complicate legal processes, leading to potential misuse and undermining of the law's objectives.

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

Yours sincerely,

Remy Chadwick