

From: [Fraser Anderson](#)
To: [ADAreview](#)
Subject: Submission
Date: Wednesday, 13 August 2025 10:45:09 AM

Dear Sir/Madam,

This is my response to the consultation on the Anti Discrimination Act reform. I am happy for you to publish this, including with my name.

Here are some of the concerns I would like you to consider:

- * Replacing sex with gender is problematic because it introduces legal uncertainty and eliminates protections based on biological reality. This change undermines important sex-based rights, as it is unacceptable to replace sex with gender in legal contexts where biological differences are significant.
- * Lowering the burden of proof and shifting it to a defendant is wrong because it risks trivializing genuine claims of discrimination, making it easier for false accusations to succeed. This change could also result in innocent defendants being liable for considerable damages, even if evidence against them is weak or non-existent.
- * The reforms risk freedom of religion by broadening the definition of religion, which can lead to non-traditional religious practices being protected as well. This may unintentionally include practices that are not actually religious or are even harmful, infringing on both the rights of religious practitioners and those who may be affected by these practices.

Thank you very much for considering this submission.

With best wishes,

Fraser Anderson