

From: [Tanja Gacic](#)
To: [ADAreview](#)
Subject: ADA Consultation Submission
Date: Wednesday, 13 August 2025 12:23:17 PM

Dear Sir/Madam,

I am writing to express my views on the Anti Discrimination Act reform. Please publish this submission under my full name.

A subjective approach towards vilification is not appropriate because it is too subjective and it provides a lower standard for vilification, which would be an unacceptable imposition on free speech. The test of whether a person is likely to experience offense, humiliation, insult or ridicule is too subjective and cannot be the basis for vilification. This would lead to a chilling effect on free speech and the expression of ideas that are important for a functioning democracy.

Replacing sex with gender is problematic as it introduces legal uncertainty, undermining important sex-based rights. It risks vexatious litigation and brings discrimination law into disrepute, as gender identity can be more subjective and fluid than the more concrete concept of biological sex.

The reforms risk freedom of religion because they require a careful definition of religion, which can be restrictive. The broad nature of the reforms may lead to unintended consequences, making it difficult for some religious practices to be protected under the new legislation.

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

Very best wishes,

Tanja

Kindest,

Tanja Gacic