

From:
To: [ADAreview](#)
Subject: Consultation Submission
Date: Wednesday, 13 August 2025 12:51:22 PM

Dear Sir/Madam,

I am writing to express my views on the Anti Discrimination Act reform. I also ask you make this submission public (under my own name).

Introducing intersectionality as a concept can lead to "protected attribute shopping" or "stacking," where individuals may claim multiple protected attributes when making complaints. This can create a hierarchy of discriminations and may lead to inaccurate or exaggerated claims. Furthermore, adding weight or penalties for multiple protected attributes can focus more on the quantity of discriminations rather than on their actual existence. This can complicate the legal process and detract from addressing the issue of discrimination itself.

A subjective approach towards vilification isn't appropriate because it imposes an unjust restriction on free speech and is too subjective, varying greatly depending on individual perceptions, making it an unreliable guideline for what constitutes vilification.

Replacing sex with gender is problematic because it introduces legal uncertainty, undermining important sex-based rights. Also, including gender identity risks vexatious litigation, which can bring discrimination law into disrepute, creating confusion and challenges in enforcing such laws.

Thank you for taking the time to consider my submission.

Very best wishes,

Adam Knott