

From:
To: [ADAreview](#)
Subject: Submission
Date: Wednesday, 13 August 2025 12:57:54 PM

Dear Sir/Madam,

I am writing to make a submission on this consultation. I respectfully request that you remove my name from the published version.

Replacing sex with gender is problematic because it introduces legal uncertainty, which can undermine important sex-based rights. Furthermore, it is unacceptable as it eliminates protections based on biological reality, leading to a loss of recognition for the physical differences that exist between individuals.

Introducing intersectionality as a concept can lead to "protected attribute shopping" or "stacking," encouraging individuals to claim multiple protected attributes in complaints. This incentivizes people to find additional grounds for their complaint, even if alternative bases of discrimination are already provided for. If there are multiple valid grounds for a complaint, it should not matter whether there are intersectional elements involved.

Lowering the burden of proof and shifting it to a defendant is wrong because it can place an undue burden on innocent parties, leading to potential liability for damages. This is especially problematic for small businesses, who may lack the necessary resources to defend themselves against frivolous claims. A just legal system should prioritize the protection of the innocent and the preservation of fairness, not the convenience of the accuser.

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

Yours,