

**From:** [Jack Rickwood](#)  
**To:** [ADAreview](#)  
**Subject:** ADA Consultation Submission  
**Date:** Wednesday, 13 August 2025 1:38:16 PM

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Dear Sir/Madam,

I am writing to express my views on the Anti Discrimination Act reform. Please make this a public document. My name should be included.

The proposal risks trivializing genuine claims of discrimination, as it may impose unrealistic demands on defendants. Moreover, it would disproportionately affect small businesses, who may lack the necessary resources or documentation to effectively defend themselves, leading to potential misuse by activists.

Replacing sex with gender is problematic because it eliminates protections based on biological reality, such as those provided by Title IX. It also introduces legal uncertainty, which undermines important sex-based rights, including those related to privacy, fairness in athletics, and the Equal Pay Act. This substitution can lead to adverse consequences, especially for women, and should be avoided.

A subjective approach towards vilification is not appropriate because it relies on an individual's perception, which can be influenced by various factors, potentially leading to inconsistency in the application of the law. Additionally, it poses a threat to free speech, as a lower standard might inhibit the expression of ideas and opinions that could contribute to public discourse. Therefore, an objective standard is necessary to ensure fair and just outcomes in vilification cases.

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

Regards,

Jack Rickwood