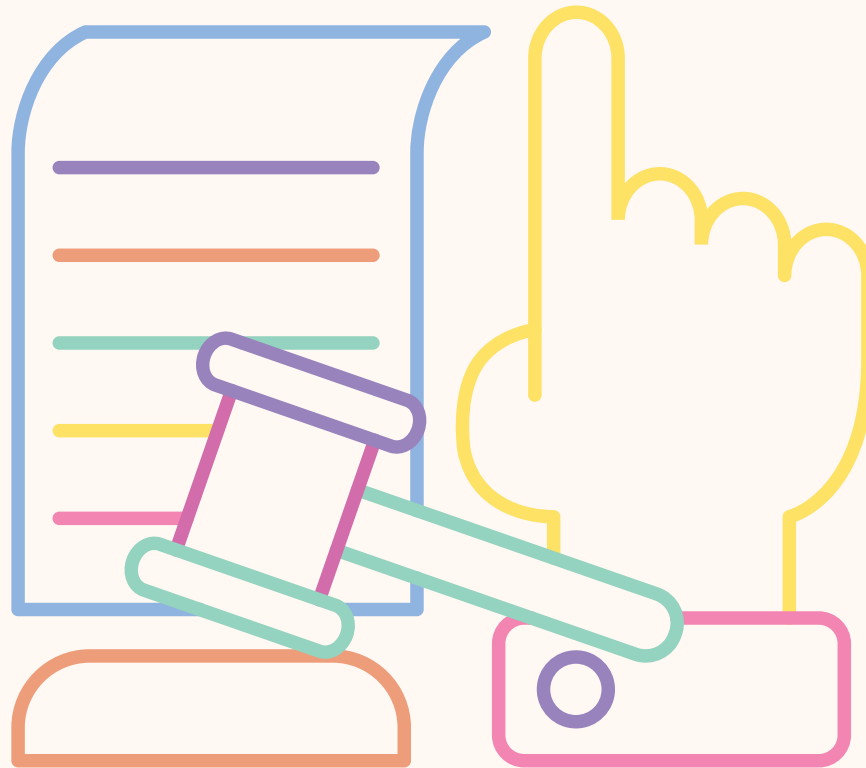


Transgender Rights and the Sex Discrimination Act





The federal Sex Discrimination Act protects people from discrimination based on their **sex, gender identity, intersex status, sexual orientation**, and more. Its goal is to make Australia a safe and equal place for everyone, acknowledging that women and LGBTIQ+ people experience unequal treatment and discrimination.



It acknowledges that discrimination is **contextual**.

Rather than define every single act that could be discrimination, it looks at the individual situation. It includes **indirect discrimination**, where treating everyone in the same way can result in unfair outcomes for certain groups because of their different circumstances or needs.

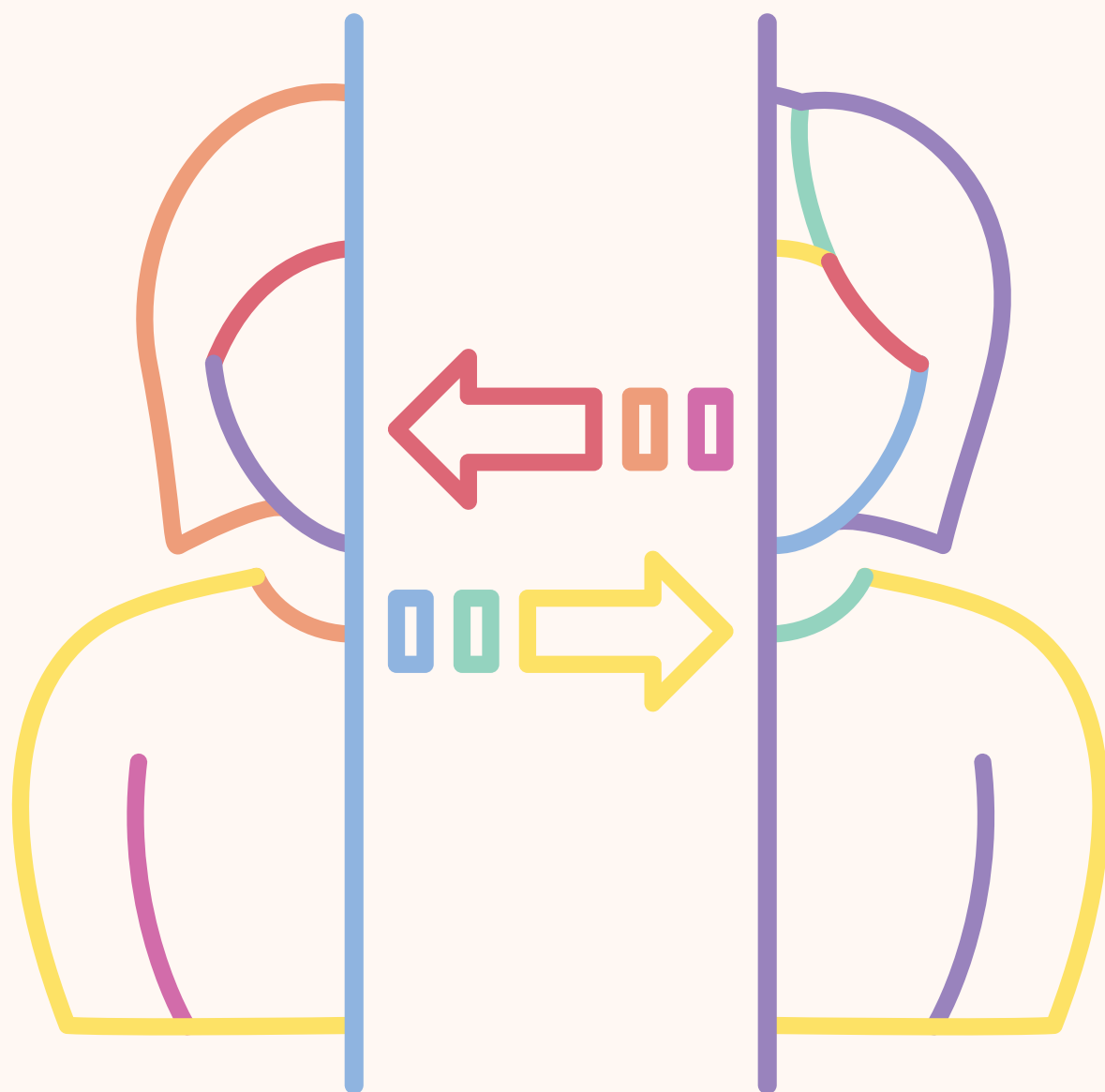


It recognises that discrimination is often based
on **assumptions and stereotypes.**

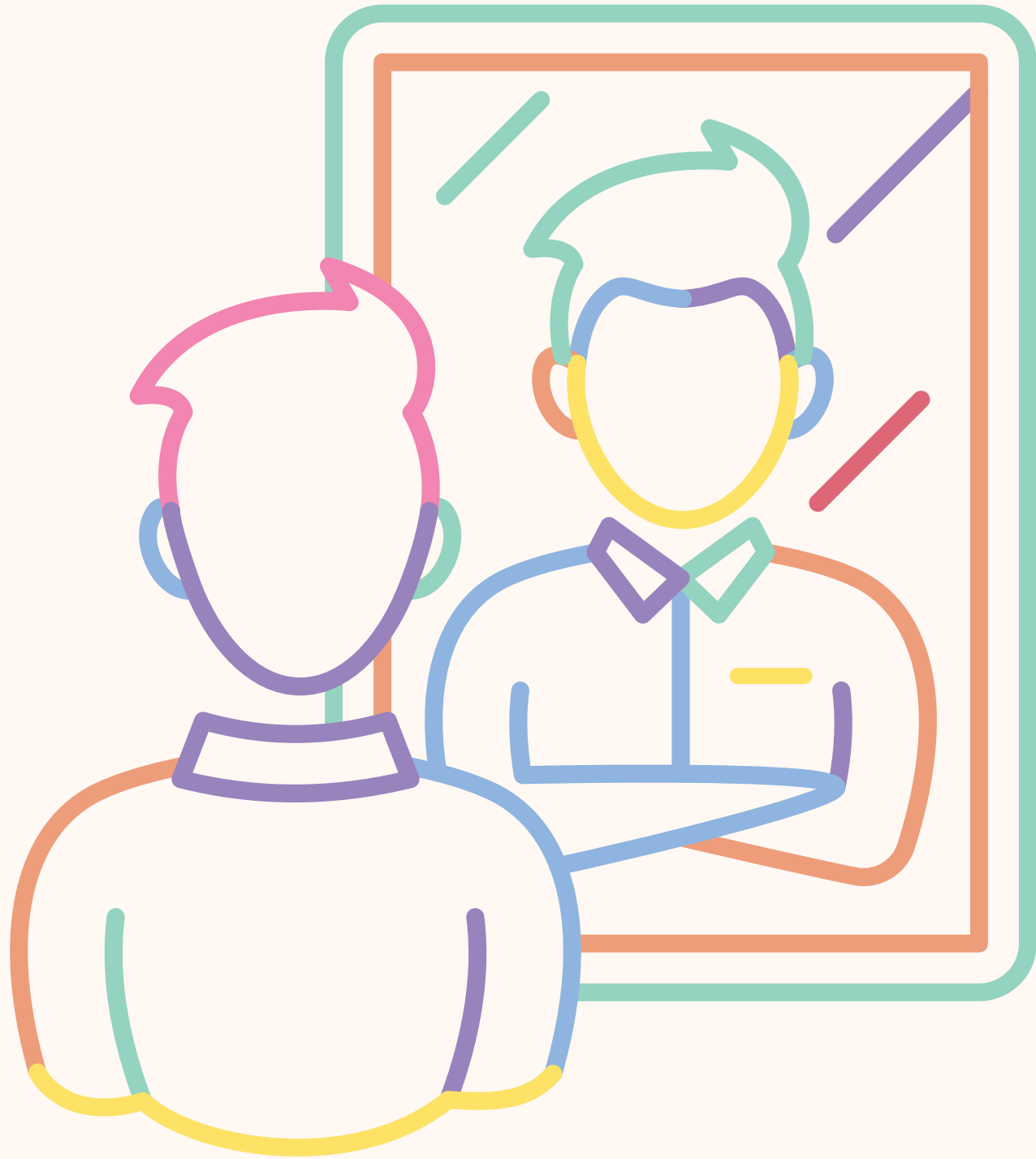


for example:

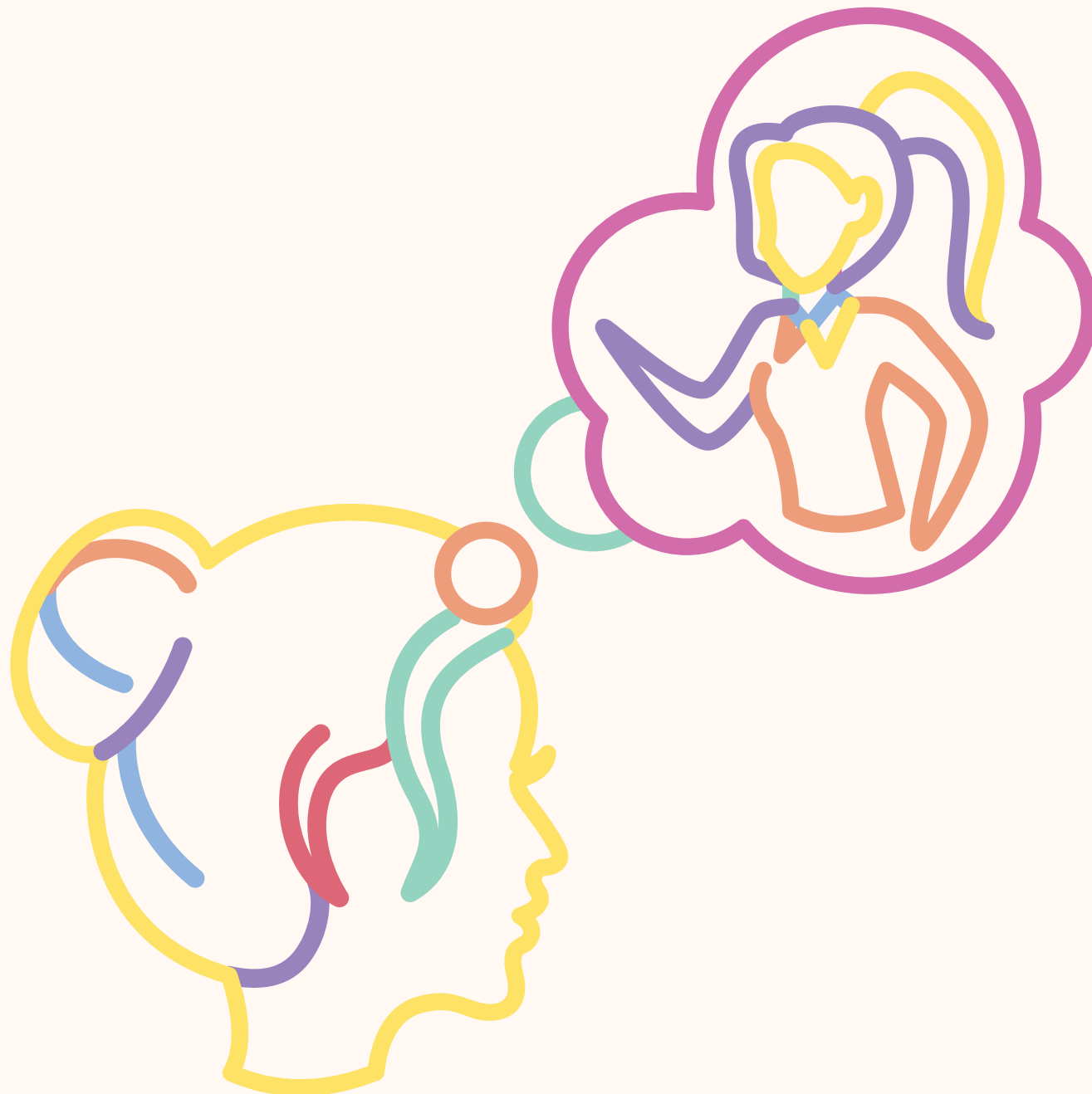
- A woman is moved off customer-facing work in a hair and beauty salon and loses her bonus after a colleague tells their manager she is a lesbian. She is told it is "just easier this way". This is a form of **direct discrimination**.
- A clinic sends cervical screening reminders only to patients recorded as female. The rule is uniform. A trans man never gets a reminder, and goes eight years without a screening. This is a form of **indirect discrimination**.



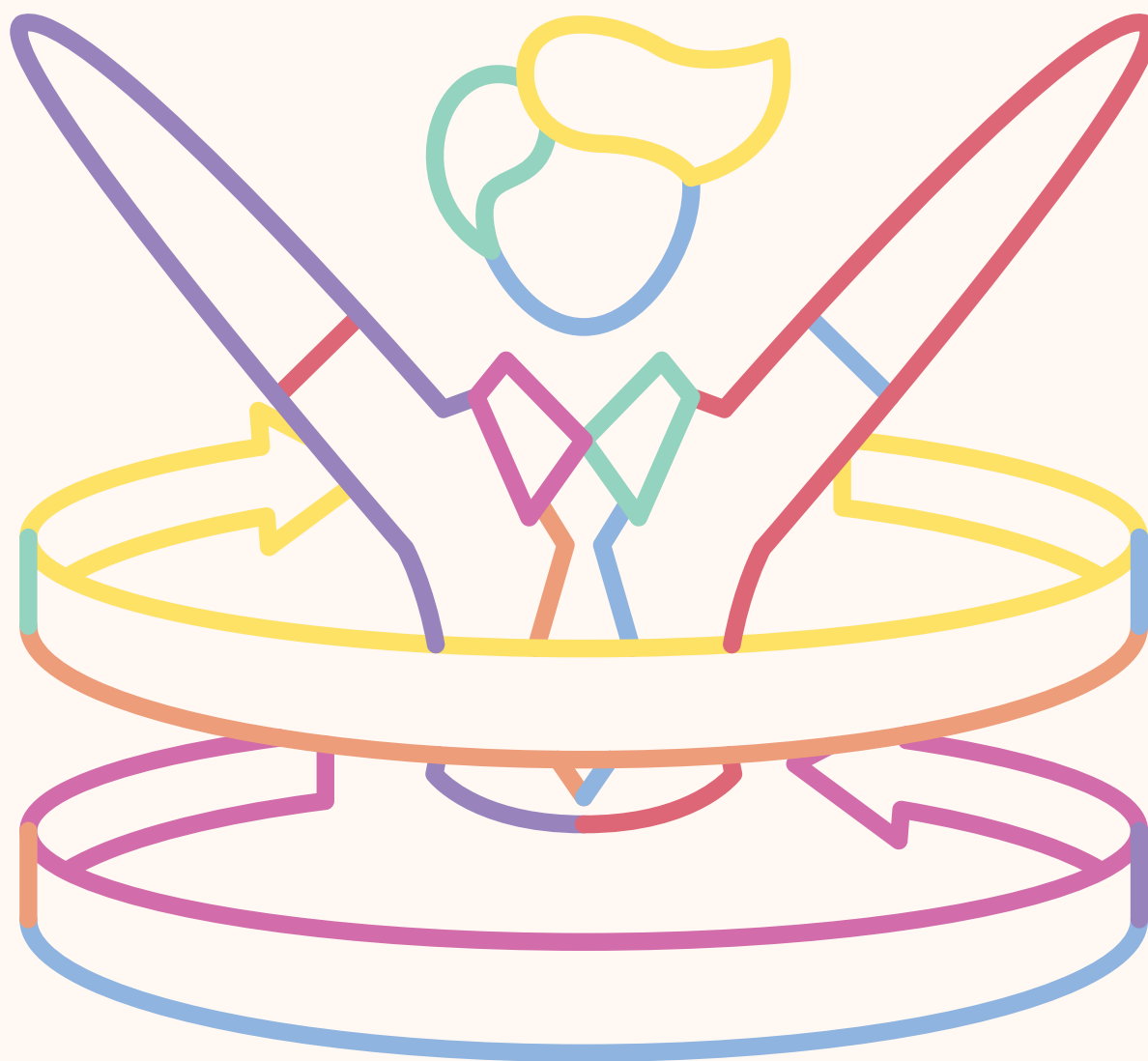
Definitions of sex that are intended to exclude transgender women almost always exclude some cisgender women too. They often **reduce the full lives, experiences, and identities of women** to just their body parts.



They can lead to scrutiny of people's bodies and appearance in a way that **harms everybody.**



What it means to be a woman is based on many different experiences of bodies, identity, and experiences. **There is no one way to be a woman.** Transgender women, and all LGBTIQ+ people, deserve full recognition of their identities and protection from discrimination.



The rights of transgender people do not conflict with the rights of women. Including LGBTIQ+ people in the Sex Discrimination Act benefits the whole community - our communities **safer and more equal.**



If you have experienced discrimination in QLD,
contact LGBTI Legal Service for free legal
advice.