

ANTI-DISCRIMINATION (AMENDMENT)
ACT, 1981, No. 15

New South Wales



ANNO TRICESIMO

ELIZABETHÆ II REGINÆ

Act No. 15, 1981.

An Act to amend the Anti-Discrimination Act, 1977, to render unlawful, in certain circumstances, discrimination on the ground of a person's physical impairment, to constitute and specify the functions of the Equal Opportunity Tribunal and for certain other purposes. [Assented to, 22nd April, 1981.]

See also Defamation (Anti-Discrimination) Amendment Act, 1981; Statutory and Other Offices (Anti-Discrimination) Amendment Act, 1981.

Anti-Discrimination (Amendment).

BE it enacted by the Queen's Most Excellent Majesty, by and with the advice and consent of the Legislative Council and Legislative Assembly of New South Wales in Parliament assembled, and by the authority of the same, as follows :—

Short title.

1. This Act may be cited as the "Anti-Discrimination (Amendment) Act, 1981".

Commencement.

2. (1) Except as provided by subsections (2) and (3), this Act shall commence on the date of assent to this Act.

(2) Section 5, in its application to Schedules 2 and 3, section 6 and Schedules 2, 3 and 6, shall commence on such day as may be appointed by the Governor in respect thereof and as may be notified by proclamation published in the Gazette.

(3) Section 5, in its application to Schedule 4, and Schedule 4, shall commence on such day as may be appointed by the Governor in respect thereof and as may be notified by proclamation published in the Gazette.

Principal Act.

3. The Anti-Discrimination Act, 1977, is referred to in this Act as the Principal Act.

Schedules.

4. This Act contains the following Schedules :—

SCHEDULE 1.—AMENDMENTS TO THE PRINCIPAL ACT
RELATING TO DISCRIMINATION ON THE GROUND OF
PHYSICAL IMPAIRMENT.

SCHEDULE 2.—AMENDMENTS TO THE PRINCIPAL ACT
RELATING TO THE EQUAL OPPORTUNITY TRIBUNAL.

Anti-Discrimination (Amendment).

SCHEDULE 3.—AMENDMENTS TO THE PRINCIPAL ACT
RELATING TO THE CONSTITUTION OF THE ANTI-
DISCRIMINATION BOARD.

SCHEDULE 4.—AMENDMENTS TO THE PRINCIPAL ACT
RELATING TO REGISTERED CLUBS.

SCHEDULE 5.—MISCELLANEOUS AMENDMENTS TO THE
PRINCIPAL ACT.

SCHEDULE 6.—SAVINGS, TRANSITIONAL AND OTHER
PROVISIONS.

Amendment of Act No. 48, 1977.

5. The Principal Act is amended in the manner set forth in
Schedules 1–5.

Savings, transitional and other provisions.

6. Schedule 6 has effect.

SCHEDULE 1.

(Sec. 5.)

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT.

(1) Section 3—

After the matter relating to Part IV, insert :—

PART IVA.—DISCRIMINATION ON THE GROUND OF
PHYSICAL IMPAIRMENT—ss. 49A–49O.

DIVISION 1.—*General*—s. 49A.

DIVISION 2.—*Discrimination in Work*—ss. 49B–49I.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
*continued.*DIVISION 3.—*Discrimination in Other Areas—ss.*
49J–49L.DIVISION 4.—*Exceptions to Part IVA—ss.* 49M–49O.

- (2) (a) Section 4 (1), definitions of “handicapped person”,
“impairment”—

After the definition of “functions”, insert :—

“handicapped person” means a person who, as a result of having a physical impairment to his body, and having regard to any community attitudes relating to persons having the same physical impairment as that person and to the physical environment, is limited in his opportunities to enjoy a full and active life;

“impairment”, in relation to the body, means any defect or disturbance in the normal structure and functioning of the body, whether arising from a condition subsisting at birth or from an illness or injury;

- (b) Section 4 (5)—

At the end of section 4, insert :—

(5) A reference in this Act to a person having the same physical impairment as a handicapped person includes a reference to a person having a physical impairment which is substantially the same as the physical impairment of the handicapped person.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

(3) Part IVA—

After Part IV, insert :—

PART IVA.

DISCRIMINATION ON THE GROUND OF PHYSICAL
IMPAIRMENT.

DIVISION 1.—*General.*

Discrimination on the ground of physical impairment.

49A. (1) A person discriminates against a handicapped person on the ground of his physical impairment if, on the ground of—

- (a) his physical impairment;
- (b) a characteristic that appertains generally to persons having the same physical impairment as the handicapped person; or
- (c) a characteristic that is generally imputed to persons having the same physical impairment as the handicapped person,

he treats him less favourably than in the same circumstances, or in circumstances which are not materially different, he treats or would treat a person who is not a handicapped person.

(2) For the purposes of, but without limiting, subsection (1), the fact that a handicapped person who is visually impaired has, or may be accompanied by, a guide dog, shall be deemed to be a characteristic that appertains generally to persons having the same physical impairment

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

as the handicapped person, but nothing in this Act affects the liability of any such handicapped person for any injury, loss or damage caused by his guide dog.

(3) A person discriminates against a handicapped person on the ground of his physical impairment if he requires the handicapped person to comply with a requirement or condition—

- (a) with which a substantially higher proportion of persons who are not handicapped persons comply or are able to comply;
- (b) which is not reasonable having regard to the circumstances of the case; and
- (c) with which the handicapped person does not or is not able to comply.

DIVISION 2.—*Discrimination in Work.***Discrimination against applicants and employees.**

49B. (1) It is unlawful for an employer to discriminate against a handicapped person on the ground of his physical impairment—

- (a) in the arrangements he makes for the purpose of determining who should be offered employment;
- (b) in determining who should be offered employment; or
- (c) in the terms on which he offers employment.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

(2) It is unlawful for an employer to discriminate against an employee who is a handicapped person on the ground of his physical impairment—

- (a) in the terms or conditions of employment which he affords him;
- (b) by denying him access, or limiting his access, to opportunities for promotion, transfer or training, or to any other benefits associated with employment; or
- (c) by dismissing him or subjecting him to any other detriment.

(3) Subsections (1) and (2) do not apply to employment—

- (a) for the purposes of a private household;
- (b) where the number of persons employed by the employer, disregarding any persons employed within his private household, does not exceed 5; or
- (c) by a private educational authority.

(4) For the purposes of subsection (3) (b), a corporation shall be regarded as the employer of the employees of any other corporation which, with respect to the firstmentioned corporation, is a related corporation within the meaning of the Companies Act, 1961.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
*continued.***Discrimination against commission agents.**

49C. (1) It is unlawful for a principal to discriminate against a handicapped person on the ground of his physical impairment—

- (a) in the arrangements he makes for the purpose of determining who should be engaged as a commission agent;
- (b) in determining who should be engaged as a commission agent; or
- (c) in the terms on which he engages him as a commission agent.

(2) It is unlawful for a principal to discriminate against a commission agent who is a handicapped person on the ground of his physical impairment—

- (a) in the terms or conditions which he affords him as a commission agent;
- (b) by denying him access, or limiting his access, to opportunities for promotion, transfer or training, or to any other benefits associated with his position as a commission agent; or
- (c) by terminating his engagement or subjecting him to any other detriment.

Discrimination against contract workers.

49D. It is unlawful for a principal to discriminate against a contract worker who is a handicapped person on the ground of his physical impairment—

- (a) in the terms on which he allows him to work;
- (b) by not allowing him to work or continue to work;

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- (c) by denying him access, or limiting his access, to any benefit associated with the work in respect of which the contract with his employer is made; or
- (d) by subjecting him to any other detriment.

Partnerships.

49E. (1) It is unlawful for a firm consisting of 6 or more partners, or for any one or more of 6 or more persons proposing to form themselves into a partnership, to discriminate against a handicapped person on the ground of his physical impairment—

- (a) in the arrangements they make or he makes for the purpose of determining who should be offered a position as partner in the firm;
- (b) in determining who should be offered a position as partner in the firm; or
- (c) in the terms on which they offer or he offers him a position as partner in the firm.

(2) It is unlawful for a firm consisting of 6 or more partners to discriminate against a partner who is a handicapped person on the ground of his physical impairment—

- (a) by denying him access, or limiting his access, to any benefit arising from membership of the firm;
- (b) by expelling him from the firm; or
- (c) by subjecting him to any other detriment.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
*continued.***Trade unions.**

49F. (1) It is unlawful for a trade union to discriminate against a handicapped person who is not a member of the trade union on the ground of his physical impairment—

- (a) by refusing or failing to accept his application for membership; or
- (b) in the terms on which it is prepared to admit him to membership.

(2) It is unlawful for a trade union to discriminate against a handicapped person who is a member of the trade union on the ground of his physical impairment—

- (a) by denying him access, or limiting his access, to any benefit provided by the trade union;
- (b) by depriving him of membership or varying the terms of his membership; or
- (c) by subjecting him to any other detriment.

Qualifying bodies.

49G. It is unlawful for an authority or body which is empowered to confer, renew or extend an authorisation or a qualification that is needed for or facilitates the practice of a profession, the carrying on of a trade or the engaging in of an occupation to discriminate against a handicapped person on the ground of his physical impairment—

- (a) by refusing or failing to confer, renew or extend the authorisation or qualification;
- (b) in the terms on which it is prepared to confer the authorisation or qualification or to renew or extend the authorisation or qualification; or

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- (c) by withdrawing the authorisation or qualification or varying the terms or conditions upon which it is held.

Employment agencies.

49H. It is unlawful for an employment agency to discriminate against a handicapped person on the ground of his physical impairment—

- (a) by refusing to provide him with any of its services;
- (b) in the terms on which it offers to provide him with any of its services; or
- (c) in the manner in which it provides him with any of its services.

Exceptions to certain provisions in this Division.

49I. (1) Nothing in section 49B (1) (b), section 49C (1) (b) or section 49E (1) (b) renders unlawful discrimination by an employer, principal or person against a handicapped person on the ground of his physical impairment if, with respect to the work required to be performed in the course of the employment or engagement concerned, it appeared to the employer, principal or person, on such grounds as, having regard to the circumstances of the case, it was reasonable to rely, that the handicapped person, because of his physical impairment—

- (a) would be unable to carry out that work; or
- (b) would, in order to carry out that work, require services or facilities which are not required by persons who are not handicapped persons and

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

which, having regard to the circumstances of the case, cannot reasonably be provided or accommodated by the employer, principal or person.

(2) Nothing in section 49B (1) (c), (2) (a) or (b), section 49C (1) (c), (2) (a) or (b), section 49D (a) or (c) or section 49E (1) (c) or (2) (a) renders unlawful discrimination by an employer, principal or person against a handicapped person on the ground of his physical impairment in respect of any determination by the employer, principal or person of any terms or conditions relating to the handicapped person that are reasonable having regard to either or both of the following :—

- (a) any limitation or restriction that the handicapped person's physical impairment would or does impose on his ability to carry out the work required to be performed in the course of the employment or engagement concerned;
- (b) any services or facilities which would be or are required by the handicapped person in order to carry out the work referred to in paragraph (a) and which would not be or are not required by persons who are not handicapped persons.

DIVISION 3.—*Discrimination in Other Areas.***Education.**

49J. (1) It is unlawful for an educational authority to discriminate against a handicapped person on the ground of his physical impairment—

- (a) by refusing or failing to accept his application for admission as a student; or

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- (b) in the terms on which it is prepared to admit him as a student.

(2) It is unlawful for an educational authority to discriminate against a student who is a handicapped person on the ground of his physical impairment—

- (a) by denying him access, or limiting his access, to any benefit provided by the educational authority; or
- (b) by expelling him or subjecting him to any other detriment.

(3) Nothing in this section applies to or in respect of—

- (a) a private educational authority;
- (b) a refusal or failure to accept a handicapped person's application for admission as a student by an educational authority where the educational authority administers a school, college, university or other institution which is conducted solely for students who have a physical impairment which is not the same as that of the applicant; or
- (c) an educational authority where a handicapped person, if admitted as a student by the educational authority, would require services or facilities which are not required by students who are not handicapped persons and which, having regard to the circumstances of the case, cannot reasonably be provided or accommodated by the educational authority.

Anti-Discrimination (Amendment).

SCHEDULE 1—continued.**AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.****Provision of goods and services.**

49K. (1) It is unlawful for a person who provides, for payment or not, goods or services to discriminate against a handicapped person on the ground of his physical impairment—

- (a) by refusing to provide him with those goods or services; or
- (b) in the terms on which he provides him with those goods or services.

(2) Nothing in subsection (1) renders unlawful discrimination by a person against a handicapped person on the ground of his physical impairment if—

- (a) it appeared to the firstmentioned person, on such grounds as, having regard to the circumstances of the case, it was reasonable to rely, that the handicapped person would be unable, because of his physical impairment, to use the goods or services concerned; or
- (b) in respect of the provision of services, the first-mentioned person did all such things as were reasonably practicable, having regard to the circumstances of the case, to assist the handicapped person to use those services but the handicapped person was unable, because of his physical impairment, to use those services.

Accommodation.

49L. (1) It is unlawful for a person, whether as principal or agent, to discriminate against a handicapped person on the ground of his physical impairment—

- (a) by refusing his application for accommodation;

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- (b) in the terms on which he offers him accommodation; or
- (c) by deferring his application for accommodation or according him a lower order of precedence in any list of applicants for that accommodation.

(2) It is unlawful for a person, whether as principal or agent, to discriminate against a handicapped person on the ground of his physical impairment—

- (a) by denying him access, or limiting his access, to any benefit associated with accommodation occupied by him; or
- (b) by evicting him or subjecting him to any other detriment.

(3) Nothing in this section applies to or in respect of the provision of accommodation in premises if—

- (a) the person who provides or proposes to provide the accommodation or a near relative of that person resides, and intends to continue to reside, on those premises; and
- (b) the accommodation provided in those premises is for no more than 6 persons.

(4) Nothing in subsection (1) (a) or (b) or (2) (a) renders unlawful discrimination by a person against a handicapped person on the ground of his physical impairment if it appeared to the firstmentioned person, on such

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

grounds as, having regard to the circumstances of the case, it was reasonable to rely, that the handicapped person, because of his physical impairment—

- (a) would be unable to gain access to the accommodation or benefit associated with the accommodation, as the case may be; or
- (b) would be able to use the accommodation or benefit associated with the accommodation, as the case may be, only with substantial risk of injury to himself.

DIVISION 4.—*Exceptions to Part IVA.***Superannuation, etc.**

49M. Nothing in this Part renders unlawful discrimination against a handicapped person on the ground of his physical impairment in the terms or conditions appertaining to a superannuation or provident fund or scheme.

Insurance, etc.

49N. Nothing in this Part renders unlawful discrimination against a handicapped person on the ground of his physical impairment with respect to the terms on which an annuity, a life assurance policy, an accident or insurance policy or other policy of insurance is offered or may be obtained where—

- (a) the discrimination is—
 - (i) based upon actuarial or statistical data from a source on which it is reasonable to rely or, where there is no such data, on such other data as may be available; and

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- (ii) reasonable having regard to the data, if any, and any other relevant factors; and
- (b) the source on which the data referred to in paragraph (a) (i) is based is disclosed to the Board, where the Board so requires, and any other relevant factors to which regard has been had as referred to in paragraph (a) (ii) are disclosed to the Board, where the Board so requires.

Sport.

490. Nothing in this Part renders unlawful discrimination by a person against a handicapped person on the ground of his physical impairment so as to exclude the handicapped person from participation in any sporting activity, not being the coaching of persons engaged in any sporting activity, the administration of any sporting activity or any prescribed sporting activity.

(4) Section 119 (a) (vii), (viii), (ix)—

Omit the subparagraphs, insert instead :—

- (vii) mental disability;
 - (viii) a characteristic that appertains to persons having a mental disability or any particular mental disability;
 - (ix) a characteristic that is generally imputed to persons having a mental disability or any particular mental disability;
-

Anti-Discrimination (Amendment).

SCHEDULE 2.

(Sec. 5.)

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE
EQUAL OPPORTUNITY TRIBUNAL.

(1) (a) Section 3—

After the matter relating to Part VII, insert :—

PART VIIA.—THE EQUAL OPPORTUNITY
TRIBUNAL—ss. 69A–69O.

(b) Section 3—

In the matter relating to Part IX, after “COUNSELLOR”,
insert “, THE TRIBUNAL”.

(c) Section 3—

From the matter relating to Division 3 of Part IX,
omit “*Board in relation to Complaints*”, insert instead
“*Tribunal*”.

(d) Section 3—

From the matter relating to Division 4 of Part IX,
omit “*Other*”, insert instead “*The*”.

(2) Section 4 (1), definition of “Tribunal”—

After the definition of “trade union”, insert :—

“Tribunal” means the Equal Opportunity Tribunal con-
stituted under this Act;

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

(3) Part VIIA—

After Part VII, insert :—

PART VIIA.

THE EQUAL OPPORTUNITY TRIBUNAL.

Interpretation: Pt. VIIA.

69A. In this Part—

“judicial member” means the judicial member of the
Tribunal;

“member” means a member of the Tribunal and
includes the judicial member.

The Tribunal.

69B. There shall be an Equal Opportunity Tribunal.

Appointment of members.

69C. The Tribunal shall consist of not less than 5 part-time members and not more than 7 part-time members appointed by the Governor, one of whom shall be the judicial member.

Term of office.

69D. A member shall, subject to this Part, hold office for a period not exceeding 3 years and is eligible for re-appointment as a member.

Eligibility for appointment to Tribunal, etc.

69E. (1) The judicial member shall be—

- (a) a judge of the District Court of New South Wales;
- (b) a member of the Workers' Compensation Commission of New South Wales; or

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

- (c) a person who is qualified for appointment as a judge of the District Court of New South Wales or a member of the Workers' Compensation Commission of New South Wales.

(2) Where, upon the appointment of the judicial member, he is the holder of an office referred to in subsection (1) (a) or (b), his appointment as the judicial member shall not, nor shall his service as the judicial member, affect his tenure of that office or his rank, title, status, precedence, salary or other rights or privileges as the holder of that office.

(3) A person is not eligible for appointment as a member if he is—

- (a) a member of the Legislative Council or the Legislative Assembly or a member of a House of Parliament of another State or of the Commonwealth; or
- (b) a member of the Board.

Vacation of office.

69F. A member shall be deemed to have vacated his office—

- (a) if he dies;
- (b) if he is unavailable for duty for a period exceeding 28 days except on leave granted by the Minister (which leave the Minister is hereby authorised to grant), unless his unavailability is occasioned by illness or other unavoidable cause;

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

- (c) if he is nominated for election as a member of the Legislative Council or the Legislative Assembly or a member of a House of Parliament of another State or of the Commonwealth;
- (d) if he resigns his office by writing under his hand addressed to the Governor; or
- (e) if he is removed from office pursuant to section 69G.

Removal from office.

69G. (1) The judicial member may only be removed from office in the same manner as a judge of the District Court may be removed from office.

(2) The Governor may for any cause which to him seems sufficient remove any member, other than the judicial member, from office.

Filling casual vacancy.

69H. On the occurrence of a vacancy in the office of a member, otherwise than by the expiration of the term for which he was appointed, the Governor may appoint a person to hold that office, being, where the vacancy occurs in the office of the judicial member, a person qualified for appointment in accordance with section 69E (1).

Member not subject to Public Service Act, 1979.

69I. The provisions of the Public Service Act, 1979, shall not apply to or in respect of the appointment of a member, and a member, as such a member, shall not be subject to the provisions of that Act during his term of office.

Anti-Discrimination (Amendment).

SCHEDULE 2—continued.**AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL OPPORTUNITY TRIBUNAL—continued.****Remuneration of members.**

69J. A member, other than the judicial member where the judicial member has a qualification referred to in section 69E (1) (a) or (b), shall be entitled to be paid such remuneration (including travelling and subsistence allowances) as the Minister may from time to time determine in respect of him.

Acting judicial member.

69K. (1) The Minister may at any time appoint a person qualified for appointment as the judicial member in accordance with section 69E (1) to act as the judicial member during the absence or illness of the judicial member.

(2) A person appointed under subsection (1) shall have and may exercise, while acting as the judicial member, the functions of the judicial member.

Alternate members.

69L. (1) The Minister may at any time appoint a person as an alternate member to act during the absence or illness of a member, not being the judicial member.

(2) An alternate member shall have and may exercise, while acting as a member, the functions of the person for whom he is the alternate member.

Constitution of the Tribunal.

69M. (1) Except as provided by section 112, the Tribunal shall, for the purpose of exercising its functions, be constituted by 3 members comprising—

- (a) the judicial member; and
- (b) 2 members selected by the judicial member.

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

(2) In proceedings by or against the Tribunal, no proof shall be required (until evidence is given to the contrary) of—

- (a) the constitution of the Tribunal; or
- (b) the selection of any member of the Tribunal.

Procedure at sittings of the Tribunal.

69N. (1) The procedure for constituting a sitting of the Tribunal and for the conduct of business at a sitting of the Tribunal shall, subject to this Act and the regulations, be determined by the judicial member.

(2) The judicial member shall preside at all sittings of the Tribunal.

(3) At a sitting of the Tribunal, each member present (and by whom the Tribunal is constituted for the purposes of the sitting) shall have a deliberative vote and, in the event of an equality of votes, the judicial member shall have a second or casting vote.

(4) At a sitting of the Tribunal, the decision on any matter arising for the determination of the Tribunal of a majority of the members present (and by whom the Tribunal is constituted for the purposes of the sitting) and voting shall, except as provided by section 108 (2), be the decision of the Tribunal.

Registrar.

69O. (1) A Registrar of the Tribunal and such officers and employees as may be necessary to enable the Tribunal and the Registrar to exercise their functions may be appointed under and subject to the Public Service Act, 1979.

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

(2) The office of Registrar may be held in conjunction with any other office in the Public Service.

- (4) Section 70, definition of “meeting”—
Omit the definition.

- (5) Section 85 (1)—
Omit “, including the procedure to be followed in an inquiry,”.

- (6) Section 86—
Omit the section, insert instead :—

Officers and employees.

86. Such officers and employees as may be necessary to enable the Board to exercise its functions may be appointed under and subject to the Public Service Act, 1979.

- (7) Part IX, heading—
After “COUNSELLOR”, insert “,THE TRIBUNAL”.

- (8) Section 89A—

After section 89, insert :—

Application for interim order under s. 112.

89A. The Counsellor, at any time after a complaint is lodged with him under section 88 (1) or (2) or referred to him by the Registrar under section 88 (5) and before he declines to entertain the complaint, resolves the complaint by conciliation or refers the complaint to the Tribunal under section 94 (1), as the case may be, may apply to the Tribunal for the making of an interim order under section 112 or for the variation or revocation of any such order.

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

(9) Part IX, Division 3, heading—

Omit "*Board in relation to Complaints*", insert instead
"*Tribunal*".

(10) Section 100—

Omit "the Counsellor,".

(11) Section 101 (1) (a), (b)—

Omit the paragraphs, insert instead :—

- (a) is entitled to appear personally or where the party is a body corporate, by a director, the secretary or an agent of the body corporate; and
- (b) may, by the leave of the Tribunal, be represented by his or its solicitor or counsel or an agent.

(12) Section 101A—

After section 101, insert :—

Officer assisting the Tribunal.

101A. (1) The Tribunal may make arrangements with the Board for an officer of the Board to appear at an inquiry to assist the Tribunal.

(2) An officer of the Board assisting the Tribunal at an inquiry pursuant to arrangements made under subsection (1) shall, in relation to that inquiry, be subject to the control and direction of the Tribunal.

(13) Section 108 (2)—

Omit "President", insert instead "the judicial member of the Tribunal".

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

(14) Section 112—

Omit “Board may,” insert instead “Tribunal or, where the judicial member of the Tribunal is of the opinion that it is expedient that he alone should exercise the functions of the Tribunal under this section, the judicial member, may, on the application of the Counsellor under section 89A or”.

(15) Sections 117A, 117B—

After section 117, insert :—

Authentication of documents.

117A. Every document requiring authentication by the Tribunal may be sufficiently authenticated if signed by the judicial member of the Tribunal.

Judicial notice of certain signatures.

117B. Judicial notice shall be taken of the signature of the judicial member of the Tribunal or the Registrar when appearing on a document issued by the Tribunal.

(16) (a) Section 118 (1)—

After “Court”, insert “on a question of law”.

(b) Section 118 (2)–(4)—

Omit the subsections, insert instead :—

(2) An appeal shall be made in accordance with the rules of Court.

(3) The Court shall hear and determine the question of law arising on the appeal and shall—

(a) remit the decision of the Court thereon to the Tribunal; or

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

(b) make such other order in relation to the
appeal as to it seems fit.

(4) The Tribunal and any member of the Tribunal
shall not be liable to any costs in respect of the
decision or order of the Tribunal or the appeal.

(17) Part IX, Division 4, heading—

Omit “*Other*”, insert instead “*The*”.

(18) (a) Section 124—

After “Counsellor,” where secondly occurring, insert
“a member of the Tribunal.”.

(b) Section 124—

After “Board,” insert “an officer of the Board.”.

(19) Section 127 (2)—

Before “Board”, insert “Tribunal or the”.

(20) Sections 4 (1), definitions of “inquiry” and “Registrar”;
37 (b); 49N; 54 (c); 87, definitions of “complaint” and
“representative complaint”; 88 (2); 91; 94 (1); 95–100;
102–104; 106–108; 110; 111; 113–117; 118 (1); 127
(4) (d)—

Omit “Board” wherever occurring, insert instead
“Tribunal”.

Anti-Discrimination (Amendment).

SCHEDULE 3.

(Sec. 5.)

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE
CONSTITUTION OF THE ANTI-DISCRIMINATION BOARD.

(1) Section 73—

Omit “a period of 3 years”, insert instead “such period, not exceeding 3 years, as is specified in the instrument of his appointment”.

(2) (a) Section 74 (1)—

Omit the subsection.

(b) Section 74 (2)—

Omit “part-time”.

(3) (a) Section 75 (f)—

Omit “or”.

(b) Section 75 (f1)—

After section 75 (f), insert :—

(f1) if, being the President, he is removed from office by the Governor pursuant to section 80 (4) or is retired from office by the Governor pursuant to section 80 (5); or

(4) Section 77—

Omit “for the residue of his predecessor’s term of office, being, where the vacancy occurs in the office of the full-time member, a person qualified for appointment in accordance with section 74”.

Anti-Discrimination (Amendment).

SCHEDULE 3—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE
CONSTITUTION OF THE ANTI-DISCRIMINATION BOARD—*continued.*

(5) (a) Section 80 (2) (a)—

Omit the paragraph, insert instead :—

- (a) remuneration in accordance with the Statutory
and Other Offices Remuneration Act, 1975;
and

(b) Section 80 (3)—

Omit the subsection.

(c) Section 80 (4), (5)—

Omit section 80 (4), insert instead :—

(4) The President may, at any time, be removed
from his office by the Governor upon the address of
both Houses of Parliament.

(5) The President may be retired from office by
the Governor after he attains the age of 60 years and,
if he is so retired, he is entitled to such compensation
(if any) as the Statutory and Other Offices Remunera-
tion Tribunal determines.

(6) Section 81—

Omit the section, insert instead :—

Acting President.

81. (1) The Minister may appoint an acting President
to act during the absence of the President or during a
vacancy in his office.

Anti-Discrimination (Amendment).

SCHEDULE 3—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE
CONSTITUTION OF THE ANTI-DISCRIMINATION BOARD—*continued.*

(2) An acting President is entitled to be paid such remuneration (including travelling and subsistence allowances) as the Minister may from time to time determine in respect of him.

(3) No person shall be concerned to inquire whether or not any occasion has arisen requiring or authorising an acting President to act as President.

(4) A person appointed an acting President shall, while so acting, be deemed to be the President and shall have the immunities and functions of the President.

(5) The Minister may, for any cause which to him seems sufficient, remove an acting President from office.

(7) Section 83—

Omit the section.

(8) Section 84 (2)—

Omit “qualified in accordance with section 74 (1) (c)”.

Anti-Discrimination (Amendment).

SCHEDULE 4.

(Sec. 5.)

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS.

(1) (a) Section 3—

From the matter relating to Division 3 of Part II,
omit “20”, insert instead “20A”.

(b) Section 3—

From the matter relating to Division 3 of Part III,
omit “34”, insert instead “34A”.

(c) Section 3—

From the matter relating to Division 3 of Part IV,
omit “48”, insert instead “48A”.

(d) Section 3—

From the matter relating to Division 3 of Part IVA,
omit “49L”, insert instead “49LA”.

(2) Section 4 (1), definition of “registered club”—

Before the definition of “Registrar”, insert:—

“registered club” means—

- (a) a registered club within the meaning of
section 4 (1) of the Registered Clubs Act,
1976; or
- (b) a club registered under Division 4 of Part
IIIA of the Gaming and Betting Act, 1912;

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

(3) Section 20A—

After section 20, insert :—

Registered clubs.

20A. (1) It is unlawful for a registered club to discriminate against a person who is not a member of the registered club on the ground of his race—

- (a) by refusing or failing to accept his application for membership; or
- (b) in the terms on which it is prepared to admit him to membership.

(2) It is unlawful for a registered club to discriminate against a person who is a member of the registered club on the ground of his race—

- (a) by denying him access, or limiting his access, to any benefit provided by the registered club;
- (b) by depriving him of membership or varying the terms of his membership; or
- (c) by subjecting him to any other detriment.

(3) Nothing in subsection (1) or (2) applies to or in respect of a registered club if the principal object of the registered club is to provide benefits for persons of a specified race defined otherwise than by reference to—

- (a) colour; or
- (b) a description which has the effect of excluding persons of that race who are of a different colour from those persons, or the majority of those persons, who do not come within that description.

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

(4) In determining whether the principal object of a registered club is as referred to in subsection (3), regard shall be had to—

- (a) the essential character of the registered club;
- (b) the extent to which the affairs of the registered club are so conducted that the persons primarily enjoying the benefits of membership are of the race specified in the principal object; and
- (c) any other relevant circumstance.

(4) Section 34A—

After section 34, insert :—

Registered clubs.

34A. (1) It is unlawful for a registered club to discriminate against a person who is not a member of the registered club on the ground of his sex—

- (a) by refusing or failing to accept his application for membership; or
- (b) in the terms on which it is prepared to admit him to membership.

(2) It is unlawful for a registered club to discriminate against a person who is a member of a registered club on the ground of his sex—

- (a) by denying him access, or limiting his access, to any benefit provided by the registered club;
- (b) by depriving him of membership or varying the terms of his membership; or
- (c) by subjecting him to any other detriment.

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

(3) Nothing in subsection (1) or (2) renders unlawful discrimination by a registered club against a person on the ground of his sex if membership of the registered club is available to persons of the opposite sex only.

(4) Nothing in subsection (1) (paragraph (a) excepted) or subsection (2) renders unlawful discrimination by a registered club against a person on the ground of his sex if the discrimination occurs in relation to the use or enjoyment of any benefit provided by the registered club where—

(a) it is not practicable for the benefit to be used or enjoyed—

(i) simultaneously; or

(ii) to the same extent,

by both men and women; and

(b) either—

(i) the same, or an equivalent, benefit is provided for the use of men and women separately from each other; or

(ii) men and women are each entitled to a fair and reasonable proportion of the use and enjoyment of the benefit.

(5) In determining any matter relating to the application of subsection (4), regard shall be had to—

(a) the purposes for which the registered club is established;

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

- (b) the membership of the registered club, including any class or type of membership;
- (c) the nature of the benefits provided by the registered club;
- (d) the opportunities for the use and enjoyment of those benefits by men and women; and
- (e) any other relevant circumstance.

(5) Section 48A—

After section 48, insert :—

Registered clubs.

48A. (1) It is unlawful for a registered club to discriminate against a person who is not a member of the registered club on the ground of his marital status—

- (a) by refusing or failing to accept his application for membership; or
- (b) in the terms on which it is prepared to admit him to membership.

(2) It is unlawful for a registered club to discriminate against a person who is a member of the registered club on the ground of his marital status—

- (a) by denying him access, or limiting his access, to any benefit provided by the registered club;
- (b) by depriving him of membership or varying the terms of his membership; or
- (c) by subjecting him to any other detriment.

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

(6) Section 49LA—

After section 49L, insert :—

Registered clubs.

49LA. (1) It is unlawful for a registered club to discriminate against a handicapped person who is not a member of the registered club on the ground of his physical impairment—

- (a) by refusing or failing to accept his application for membership; or
- (b) in the terms on which it is prepared to admit him to membership.

(2) It is unlawful for a registered club to discriminate against a handicapped person who is a member of the registered club on the ground of his physical impairment—

- (a) by denying him access, or limiting his access, to any benefit provided by the registered club;
- (b) by depriving him of membership or varying the terms of his membership; or
- (c) by subjecting him to any other detriment.

(3) Nothing in subsection (1) or (2) applies to or in respect of a registered club if the principal object of the registered club is to provide benefits only for handicapped persons who have a particular physical impairment specified in the principal object.

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

(4) In determining whether the principal object of a registered club is as referred to in subsection (3), regard shall be had to—

- (a) the essential character of the registered club;
- (b) the extent to which the affairs of the registered club are so conducted that the persons primarily enjoying the benefits of membership are handicapped persons who have the particular physical impairment specified in the principal object; and
- (c) any other relevant circumstance.

(5) Nothing in subsection (1) or (2) applies to or in respect of a registered club where a handicapped person would require, in order to use or enjoy any benefit provided by the registered club or in order not to prevent, impair or restrict the use or enjoyment of any such benefit by the other members of the registered club, services or facilities which are not required by members of the registered club who are not handicapped persons and which, having regard to the circumstances of the case, cannot reasonably be provided or accommodated by the registered club.

(7) (a) Section 54 (b) (iii)—
Omit “or”.

(b) Section 54 (b) (iv)—
After “1967;”, insert “or”.

Act No. 15, 1981.

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

(c) Section 54 (b) (v)—

After section 54 (b) (iv), insert :—

- (v) the articles of association, rules, regulations or by-laws of a registered club or any other provisions made by a registered club in relation to the admission to membership, or the rights of members, of the registered club, whether the articles, rules, regulations, by-laws or other provisions were made before, on or after the date of assent to this Act;

(8) Section 57 (1)—

Omit the subsection, insert instead :—

(1) In this section, “body” means a body, the activities of which are carried on otherwise than for profit and which is not established by an Act, but does not include—

- (a) a society registered under the Co-operation Act, 1923;
 - (b) a credit union within the meaning of the Credit Union Act, 1969;
 - (c) a society registered under the Friendly Societies Act, 1912; or
 - (d) a permanent building society registered under the Permanent Building Societies Act, 1967.
-

Anti-Discrimination (Amendment).

SCHEDULE 5.

(Sec. 5.)

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT.

(1) (a) Section 3—

From the matter relating to Part II, omit “6–22”, insert instead “7–22”.

(b) Section 3—

From the matter relating to Division 1 of Part II, omit “ss. 6, 7”, insert instead “s. 7”.

(c) Section 3—

From the matter relating to Division 3 of Part III, omit “32”, insert instead “31A”.

(d) Section 3—

From the matter relating to Division 3 of Part IV, omit “47, 48”, insert instead “46A–48”.

(2) (a) Section 4 (1), definitions of “private educational authority”, “race”—

After the definition of “principal”, insert :—

“private educational authority” means a person or body administering a school, college, university or other institution at which education or training is provided, not being—

- (a) a school, college, university or other institution established under the Public Instruction Act of 1880, the Technical and Further Education Act, 1974, the Colleges of Advanced Education Act, 1975, the New South Wales State Conservatorium of Music Act, 1965, or an Act of incorporation of a university; or

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(b) an agricultural college administered by
the Minister for Agriculture;

“race” includes colour, nationality and ethnic or
national origin;

(b) Section 4 (3), (4)—

After section 4 (2), insert :—

(3) For the purposes of this Act, the fact that a
race may comprise two or more distinct races does not
prevent it from being a race.

(4) A reference in this Act to the conferring,
renewing or extending of an authorisation or a qualifi-
cation, in relation to an authority or a body which is
empowered to confer, renew or extend an authorisa-
tion or a qualification that is needed for or facilitates
the practice of a profession, the carrying on of a trade
or the engaging in of an occupation, includes a
reference to the conferring, renewing, extending,
granting, awarding, approving, issuing or accepting of
a recognition, registration, enrolment, approval or
certification by such an authority or such a body or to
the admission of a person to membership of such an
authority or such a body.

(3) Section 6—

Omit the section.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(4) Section 7 (2)—

At the end of section 7, insert :—

(2) A person discriminates against another person on the ground of his race if he requires the other person to comply with a requirement or condition—

- (a) with which a substantially higher proportion of persons not of the same race as the other person comply or are able to comply;
- (b) which is not reasonable having regard to the circumstances of the case; and
- (c) with which the other person does not or is not able to comply.

(5) Section 10A—

After section 10, insert :—

Partnerships.

10A. (1) It is unlawful for a firm consisting of 6 or more partners, or for any one or more of 6 or more persons proposing to form themselves into a partnership, to discriminate against a person on the ground of his race—

- (a) in the arrangements they make or he makes for the purpose of determining who should be offered a position as partner in the firm;
- (b) in determining who should be offered a position as partner in the firm; or
- (c) in the terms on which they offer or he offers him a position as partner in the firm.

(2) It is unlawful for a firm consisting of 6 or more partners to discriminate against a partner on the ground of his race—

- (a) by denying him access, or limiting his access, to any benefit arising from membership of the firm;

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

- (b) by expelling him from the firm; or
- (c) by subjecting him to any other detriment.

(6) Section 12—

Omit “or the carrying on of a trade”, insert instead “, the carrying on of a trade or the engaging in of an occupation”.

(7) (a) Section 13 (a)—

Omit “or”.

(b) Section 13 (b)—

Omit “services.”, insert instead “services; or”.

(c) Section 13 (c)—

After section 13 (b), insert :—

- (c) in the manner in which it provides him with any of its services.

(8) (a) Section 24 (1A)—

After section 24 (1), insert :—

(1A) For the purposes of subsection (1), but without limiting the generality of that subsection, the fact that a woman is or may become pregnant is a characteristic that appertains generally to women.

(b) Section 24 (2)—

Omit “occurs are not of the same marital status.”, insert instead:—

occurs—

- (a) are a woman who is pregnant and a man; or
- (b) are not of the same marital status.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(c) Section 24 (3)—

After section 24 (2), insert :—

(3) A person discriminates against another person on the ground of his sex if he requires the other person to comply with a requirement or condition—

- (a) with which a substantially higher proportion of persons of the opposite sex to the sex of the other person comply or are able to comply;
- (b) which is not reasonable having regard to the circumstances of the case; and
- (c) with which the other person does not or is not able to comply.

(9) (a) Section 25 (1A)—

After section 25 (1), insert :—

(1A) Nothing in subsection (1) renders unlawful discrimination by an employer against a woman on the ground of her sex if, at the date on which the woman applied to the employer for employment or, where the employer interviewed the woman in relation to her application for employment, at the date of the interview, the woman is pregnant.

(b) Section 25 (2A)—

After section 25 (2), insert :—

(2A) Nothing in subsection (2) (c) renders unlawful discrimination by an employer against a woman on the ground of her sex in respect of the dismissal

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

by an employer of a woman who is pregnant if, at the date on which the woman applied to the employer for employment or, where the employer interviewed the woman in relation to her application for employment, at the date of the interview, the woman was pregnant, unless, at that date, the woman did not know and could not reasonably be expected to have known that she was pregnant.

- (c) Section 25 (3) (a)—

Omit “or”.

- (d) Section 25 (3) (b)—

Omit “5.”, insert instead “5; or”.

- (e) Section 25 (3) (c)—

After section 25 (3) (b), insert :—

(c) by a private educational authority.

- (10) Section 27A—

After section 27, insert :—

Partnerships.

27A. (1) It is unlawful for a firm consisting of 6 or more partners, or for any one or more of 6 or more persons proposing to form themselves into a partnership, to discriminate against a person on the ground of his sex—

- (a) in the arrangements they make or he makes for the purpose of determining who should be offered a position as partner in the firm;
- (b) in determining who should be offered a position as partner in the firm; or

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

- (c) in the terms on which they offer or he offers him a position as partner in the firm.

(2) It is unlawful for a firm consisting of 6 or more partners to discriminate against a partner on the ground of his sex—

- (a) by denying him access, or limiting his access, to any benefit arising from membership of the firm;
- (b) by expelling him from the firm; or
- (c) by subjecting him to any other detriment.

(11) Section 29—

Omit “or the carrying on of a trade”, insert instead “, the carrying on of a trade or the engaging in of an occupation”.

(12) (a) Section 30 (a)—

Omit “or”.

(b) Section 30 (b)—

Omit “services.”, insert instead “services; or”.

(c) Section 30 (c)—

After section 30 (b), insert :—

- (c) in the manner in which it provides him with any of its services.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(13) Section 31 (2) (a)—

Omit “physiology”, insert instead “physiognomy or physique”.

(14) Section 31A—

Before section 32, insert :—

Education.

31A. (1) It is unlawful for an educational authority to discriminate against a person on the ground of his sex—

- (a) by refusing or failing to accept his application for admission as a student; or
- (b) in the terms on which it is prepared to admit him as a student.

(2) It is unlawful for an educational authority to discriminate against a student on the ground of his sex—

- (a) by denying him access, or limiting his access, to any benefit provided by the educational authority; or
- (b) by expelling him or subjecting him to any other detriment.

(3) Nothing in this section applies to or in respect of—

- (a) a private educational authority; or
- (b) a refusal or failure to accept a person’s application for admission as a student by an educational authority where the educational authority

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

administers a school, college, university or other institution which is conducted solely for students of the opposite sex to the sex of the applicant.

(15) Section 33 (1)—

Omit the subsection, insert instead :—

(1) It is unlawful for a person who provides, for payment or not, goods or services to discriminate against another person on the ground of his sex—

- (a) by refusing to provide him with those goods or services; or
- (b) in the terms on which he provides him with those goods or services.

(16) Section 39 (3)—

After section 39 (2), insert :—

(3) A person discriminates against another person on the ground of his marital status if he requires the person discriminated against to comply with a requirement or condition—

- (a) with which a substantially higher proportion of persons not of the same marital status as the person discriminated against comply or are able to comply;
- (b) which is not reasonable having regard to the circumstances of the case; and
- (c) with which the person discriminated against does not or is not able to comply.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(17) (a) Section 40 (3) (a)—

Omit “or”.

(b) Section 40 (3) (b)—

Omit “5.”, insert instead “5; or”.

(c) Section 40 (3) (c)—

After section 40 (3) (b), insert :—

(c) by a private educational authority.

(18) Section 42A—

After section 42, insert :—

Partnerships.

42A. (1) It is unlawful for a firm consisting of 6 or more partners, or for any one or more of 6 or more persons proposing to form themselves into a partnership, to discriminate against a person on the ground of his marital status—

(a) in the arrangements they make or he makes for the purpose of determining who should be offered a position as partner in the firm;

(b) in determining who should be offered a position as partner in the firm; or

(c) in the terms on which they offer or he offers him a position as partner in the firm.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(2) It is unlawful for a firm consisting of 6 or more partners to discriminate against a partner on the ground of his marital status—

- (a) by denying him access, or limiting his access, to any benefit arising from membership of the firm;
- (b) by expelling him from the firm; or
- (c) by subjecting him to any other detriment.

(19) Section 44—

Omit “or the carrying on of a trade”, insert instead “, the carrying on of a trade or the engaging in of an occupation”.

(20) (a) Section 45 (a)—

Omit “or”.

(b) Section 45 (b)—

Omit “services.”, insert instead “services; or”.

(c) Section 45 (c)—

After section 45 (b), insert :—

- (c) in the manner in which it provides him with any of its services.

Anti-Discrimination (Amendment).

SCHEDULE 5—continued.**MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.****(21) Sections 46A, 47—**

Omit section 47, insert instead :—

Education.

46A. (1) It is unlawful for an educational authority to discriminate against a person on the ground of his marital status—

- (a) by refusing or failing to accept his application for admission as a student; or
- (b) in the terms on which it is prepared to admit him as a student.

(2) It is unlawful for an educational authority to discriminate against a student on the ground of his marital status—

- (a) by denying him access, or limiting his access, to any benefit provided by the educational authority; or
- (b) by expelling him or subjecting him to any other detriment.

(3) Nothing in this section applies to or in respect of a private educational authority.

Provision of services.

47. It is unlawful for a person who provides, for payment or not, services to discriminate against another person on the ground of his marital status—

- (a) by refusing to provide him with those services; or
- (b) in the terms on which he provides him with those services.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(22) Section 54 (b)—

Omit “paragraph (a);”, insert instead :—

paragraph (a), not being—

- (i) the rules of a society registered under the Co-operation Act, 1923;
- (ii) the rules of a credit union within the meaning of the Credit Union Act, 1969;
- (iii) the rules of a society registered under the Friendly Societies Act, 1912; or
- (iv) the rules of a permanent building society registered under the Permanent Building Societies Act, 1967;

(23) Section 57 (1)—

Omit “Act.”, insert instead :—

Act,

but does not include—

- (d) a society registered under the Co-operation Act, 1923;
- (e) a credit union within the meaning of the Credit Union Act, 1969;
- (f) a society registered under the Friendly Societies Act, 1912; or
- (g) a permanent building society registered under the Permanent Building Societies Act, 1967.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(24) Section 58—

Omit the section.

(25) Sections 68A, 68B—

After section 68, insert :—

Preservation of rights of Counsellor previously public servant, etc.

68A. (1) In this section, “superannuation scheme” means a scheme, fund or arrangement under which any superannuation or retirement benefits are provided and which is established by or under any Act.

(2) Subject to subsection (3) and to the terms of his appointment, where the Counsellor was, immediately before his appointment as the Counsellor—

- (a) an officer of the Public Service; or
- (b) a contributor to a superannuation scheme,

he—

- (c) shall retain any rights accrued or accruing to him as such an officer or contributor;
- (d) may continue to contribute to any superannuation scheme to which he was a contributor immediately before his appointment as the Counsellor; and
- (e) shall be entitled to receive any deferred or extended leave and any payment, pension or gratuity,

as if he had continued to be such an officer or contributor during his service as the Counsellor, and—

- (f) his service as the Counsellor shall be deemed to be service as an officer or employee for the purpose of any law under which those rights

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

accrued or were accruing, under which he continues to contribute or by which that entitlement is conferred; and

- (g) he shall be deemed to be an officer or employee, and the Government of New South Wales shall be deemed to be his employer, for the purpose of the superannuation scheme to which he is entitled to contribute under this subsection.

(3) A person appointed as the Counsellor who, but for this subsection, would be entitled under subsection (2) to contribute to a superannuation scheme or to receive any payment, pension or gratuity under that scheme shall not be so entitled upon his becoming (whether upon his appointment as the Counsellor or at any later time while he holds office as the Counsellor) a contributor to any superannuation scheme, and the provisions of subsection (2) (g) cease to apply to or in respect of him and the Government of New South Wales in any case where he becomes a contributor to such another superannuation scheme.

(4) Subsection (3) does not prevent the payment to the Counsellor upon his ceasing to be a contributor to a superannuation scheme of such amount as would have been payable to him if he had ceased, by way of resignation, to be an officer or employee for the purposes of that scheme.

(5) A person appointed as the Counsellor shall not, in respect of the same period of service, be entitled to claim a benefit under this Act and another Act.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
*continued.***Annual report.**

68B. (1) The Counsellor shall, on or before 30th September in each year, prepare and present to the Minister a report of his work and activities for the period of 12 months ending on the preceding 30th June.

(2) The Minister shall lay the report, or cause it to be laid, before both Houses of Parliament as soon as practicable after its receipt by him.

(26) Section 122A, definition of “race”—

Omit the definition.

(27) Section 122H—

After “Sections 63–69”, insert “(section 68B excepted)”.

SCHEDULE 6.

(Sec. 6.)

SAVINGS, TRANSITIONAL AND OTHER PROVISIONS.

Interpretation: Sch. 6.

1. In this Schedule—

“appointed day” means the day appointed and notified under section 2 (2);

“President” means the President of the Anti-Discrimination Board.

Complaints and matters referred to the Board.

2. A complaint or matter referred under section 91 (2), 94 (1) or 95 of the Principal Act by the Counsellor for Equal Opportunity or the Minister to the Anti-Discrimination Board before the appointed day and in relation to which the Board—

(a) had not, before that day, commenced to hold an inquiry; or

Anti-Discrimination (Amendment).

SCHEDULE 6—*continued.*

SAVINGS, TRANSITIONAL AND OTHER PROVISIONS—*continued.*

- (b) had commenced to hold an inquiry but had not, before that day, completed the inquiry,

shall be deemed to be a complaint or matter referred to the Equal Opportunity Tribunal under section 91 (2), 94 (1) or 95, as the case may require, of the Principal Act, as amended by this Act.

Inquiries pending before the Board.

3. An inquiry commenced but not completed by the Anti-Discrimination Board immediately before the appointed day shall be deemed to be an inquiry held by the Equal Opportunity Tribunal, and shall be continued before and disposed of by the Tribunal accordingly.

Transfer of certain documents to the Tribunal.

4. The person who, immediately before the appointed day, was the Registrar of the Anti-Discrimination Board or other officer having the custody of any records of the Board shall, as soon as practicable after that day, forward to the Equal Opportunity Tribunal all documents held by him and relating to an inquiry referred to in clause 3.

Legal representation of certain persons before the Tribunal.

5. A party to an inquiry referred to in clause 3 who, at that inquiry, appeared before the Anti-Discrimination Board by his solicitor or counsel, shall be deemed to have been granted leave by the Equal Opportunity Tribunal, under section 101 (1) (b) of the Principal Act, as amended by this Act, to be represented at that inquiry before the Tribunal by his solicitor or counsel, as the case may require.

Preservation of certain rights of appeal.

6. Nothing in this Act affects any right of appeal under section 118 of the Principal Act, as in force immediately before the appointed day, which a party to an inquiry had immediately before that day.

Preservation of rights of certain office holder.

7. Except as provided by clauses 8 and 9, the provisions of Part VIII of the Principal Act, as in force immediately before the appointed day, shall, notwithstanding this Act, continue to apply to and in respect of the person who, immediately before that day, held the office of President and shall continue so to apply until such time as he ceases to hold that office.

Anti-Discrimination (Amendment).

SCHEDULE 6—*continued.*SAVINGS, TRANSITIONAL AND OTHER PROVISIONS—*continued.***Terms of certain instrument of appointment.**

8. The instrument of appointment of the person who, immediately before the appointed day, held the office of President, shall, for the purposes of section 73 of the Principal Act, as amended by this Act, be deemed to specify a term of office of 3 years from the date of his appointment to that office.

Application of certain provisions relating to retirement.

9. The amendments made by section 5 and Schedule 3 (1), (3) (b) (in so far as they relate to the retirement of the President from office) and (5) (c) (in so far as they relate to the retirement of the President from office) apply to the person who, immediately before the appointed day, held the office of President as well as to a person who, on or after that day, holds that office.

Regulations.

10. (1) The Governor may make regulations containing other provisions of a savings or transitional nature consequent on the enactment of this Act.

(2) A provision made under subclause (1) may take effect as from the appointed day or a later day.

(3) To the extent to which a provision referred to in subclause (1) takes effect from a date that is earlier than the date of its publication in the Gazette, the provision does not operate so as—

- (a) to affect, in a manner prejudicial to any person (other than the State or an authority of the State), the rights of that person existing before the date of its publication therein; or
- (b) to impose liabilities on any person (other than the State or an authority of the State) in respect of anything done or omitted to be done before the date of its publication therein.

(4) A provision made under subclause (1) shall, if the regulations under this clause so provide, have effect notwithstanding the foregoing clauses of this Schedule.

In the name and on behalf of Her Majesty I assent to this Act.

J. A. ROWLAND,
Governor,

*Government House,
Sydney, 22nd April, 1981.*

This PUBLIC BILL originated in the LEGISLATIVE ASSEMBLY, and, having this day passed, is now ready for presentation to the LEGISLATIVE COUNCIL for its concurrence.

Clerk of the Legislative Assembly.

*Legislative Assembly Chamber,
Sydney, March, 1981.*

New South Wales



ANNO TRICESIMO

ELIZABETHÆ II REGINÆ

Act No. , 1981.

An Act to amend the Anti-Discrimination Act, 1977, to render unlawful, in certain circumstances, discrimination on the ground of a person's physical impairment, to constitute and specify the functions of the Equal Opportunity Tribunal and for certain other purposes.

See also Defamation (Anti-Discrimination) Amendment Bill, 1981; Statutory and Other Offices (Anti-Discrimination) Amendment Bill, 1981.

Anti-Discrimination (Amendment).

BE it enacted by the Queen's Most Excellent Majesty, by and with the advice and consent of the Legislative Council and Legislative Assembly of New South Wales in Parliament assembled, and by the authority of the same, as follows :—

5 Short title.

1. This Act may be cited as the "Anti-Discrimination (Amendment) Act, 1981".

Commencement.

2. (1) Except as provided by subsections (2) and (3), this
10 Act shall commence on the date of assent to this Act.

(2) Section 5, in its application to Schedules 2 and 3, section 6 and Schedules 2, 3 and 6, shall commence on such day as may be appointed by the Governor in respect thereof and as may be notified by proclamation published in the Gazette.

15 (3) Section 5, in its application to Schedule 4, and Schedule 4, shall commence on such day as may be appointed by the Governor in respect thereof and as may be notified by proclamation published in the Gazette.

Principal Act.

20 3. The Anti-Discrimination Act, 1977, is referred to in this Act as the Principal Act.

Schedules.

4. This Act contains the following Schedules :—

25 SCHEDULE 1.—AMENDMENTS TO THE PRINCIPAL ACT
RELATING TO DISCRIMINATION ON THE GROUND OF
PHYSICAL IMPAIRMENT.

SCHEDULE 2.—AMENDMENTS TO THE PRINCIPAL ACT
RELATING TO THE EQUAL OPPORTUNITY TRIBUNAL.

Anti-Discrimination (Amendment).

SCHEDULE 3.—AMENDMENTS TO THE PRINCIPAL ACT
RELATING TO THE CONSTITUTION OF THE ANTI-
DISCRIMINATION BOARD.

5 SCHEDULE 4.—AMENDMENTS TO THE PRINCIPAL ACT
RELATING TO REGISTERED CLUBS.

SCHEDULE 5.—MISCELLANEOUS AMENDMENTS TO THE
PRINCIPAL ACT.

SCHEDULE 6.—SAVINGS, TRANSITIONAL AND OTHER
PROVISIONS.

10 **Amendment of Act No. 48, 1977.**

5. The Principal Act is amended in the manner set forth in
Schedules 1–5.

Savings, transitional and other provisions.

6. Schedule 6 has effect.

15 SCHEDULE 1.

(Sec. 5.)

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT.

(1) Section 3—

20 After the matter relating to Part IV, insert :—

PART IVA.—DISCRIMINATION ON THE GROUND OF
PHYSICAL IMPAIRMENT—ss. 49A–49O.

DIVISION 1.—*General*—s. 49A.

DIVISION 2.—*Discrimination in Work*—ss. 49B–49I.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

5 DIVISION 3.—*Discrimination in Other Areas—ss.*
49J–49L.

DIVISION 4.—*Exceptions to Part IVA—ss.* 49M–49O.

(2) (a) Section 4 (1), definitions of “handicapped person”,
“impairment”—

10 After the definition of “functions”, insert :—

“handicapped person” means a person who, as a
result of having a physical impairment to his
body, and having regard to any community
attitudes relating to persons having the same
15 physical impairment as that person and to the
physical environment, is limited in his
opportunities to enjoy a full and active life;

“impairment”, in relation to the body, means any
defect or disturbance in the normal structure
and functioning of the body, whether arising
20 from a condition subsisting at birth or from
an illness or injury;

(b) Section 4 (5)—

At the end of section 4, insert :—

25 (5) A reference in this Act to a person having the
same physical impairment as a handicapped person
includes a reference to a person having a physical
impairment which is substantially the same as the
physical impairment of the handicapped person.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

5 (3) Part IVA—

After Part IV, insert :—

PART IVA.

DISCRIMINATION ON THE GROUND OF PHYSICAL
IMPAIRMENT.

10 DIVISION 1.—*General.*

Discrimination on the ground of physical impairment.

49A. (1) A person discriminates against a handicapped person on the ground of his physical impairment if, on the ground of—

- 15 (a) his physical impairment;
- (b) a characteristic that appertains generally to persons having the same physical impairment as the handicapped person; or
- 20 (c) a characteristic that is generally imputed to persons having the same physical impairment as the handicapped person,

25 he treats him less favourably than in the same circumstances, or in circumstances which are not materially different, he treats or would treat a person who is not a handicapped person.

30 (2) For the purposes of, but without limiting, subsection (1), the fact that a handicapped person who is visually impaired has, or may be accompanied by, a guide dog, shall be deemed to be a characteristic that appertains generally to persons having the same physical impairment

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

5 as the handicapped person, but nothing in this Act affects
the liability of any such handicapped person for any injury,
loss or damage caused by his guide dog.

10 (3) A person discriminates against a handicapped
person on the ground of his physical impairment if he
requires the handicapped person to comply with a require-
ment or condition—

- 15 (a) with which a substantially higher proportion of
persons who are not handicapped persons com-
ply or are able to comply;
- (b) which is not reasonable having regard to the
circumstances of the case; and
- (c) with which the handicapped person does not or
is not able to comply.

DIVISION 2.—*Discrimination in Work.*

20 **Discrimination against applicants and employees.**

49B. (1) It is unlawful for an employer to discriminate
against a handicapped person on the ground of his physical
impairment—

- 25 (a) in the arrangements he makes for the purpose
of determining who should be offered employ-
ment;
- (b) in determining who should be offered employ-
ment; or
- (c) in the terms on which he offers employment.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- 5 (2) It is unlawful for an employer to discriminate against an employee who is a handicapped person on the ground of his physical impairment—
- (a) in the terms or conditions of employment which he affords him;
- 10 (b) by denying him access, or limiting his access, to opportunities for promotion, transfer or training, or to any other benefits associated with employment; or
- 15 (c) by dismissing him or subjecting him to any other detriment.
- (3) Subsections (1) and (2) do not apply to employment—
- (a) for the purposes of a private household;
- 20 (b) where the number of persons employed by the employer, disregarding any persons employed within his private household, does not exceed 5; or
- (c) by a private educational authority.
- 25 (4) For the purposes of subsection (3) (b), a corporation shall be regarded as the employer of the employees of any other corporation which, with respect to the firstmentioned corporation, is a related corporation within the meaning of the Companies Act, 1961.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

5 **Discrimination against commission agents.**

49C. (1) It is unlawful for a principal to discriminate against a handicapped person on the ground of his physical impairment—

- 10 (a) in the arrangements he makes for the purpose of determining who should be engaged as a commission agent;
- (b) in determining who should be engaged as a commission agent; or
- 15 (c) in the terms on which he engages him as a commission agent.

(2) It is unlawful for a principal to discriminate against a commission agent who is a handicapped person on the ground of his physical impairment—

- 20 (a) in the terms or conditions which he affords him as a commission agent;
- (b) by denying him access, or limiting his access, to opportunities for promotion, transfer or training, or to any other benefits associated with his position as a commission agent; or
- 25 (c) by terminating his engagement or subjecting him to any other detriment.

Discrimination against contract workers.

30 49D. It is unlawful for a principal to discriminate against a contract worker who is a handicapped person on the ground of his physical impairment—

- (a) in the terms on which he allows him to work;
- (b) by not allowing him to work or continue to work;

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- 5 (c) by denying him access, or limiting his access, to
any benefit associated with the work in respect
of which the contract with his employer is made;
or
(d) by subjecting him to any other detriment.

10 **Partnerships.**

49E. (1) It is unlawful for a firm consisting of 6 or
more partners, or for any one or more of 6 or more persons
proposing to form themselves into a partnership, to dis-
criminate against a handicapped person on the ground of
15 his physical impairment—

- (a) in the arrangements they make or he makes for
the purpose of determining who should be offered
a position as partner in the firm;
(b) in determining who should be offered a position
20 as partner in the firm; or
(c) in the terms on which they offer or he offers him
a position as partner in the firm.

(2) It is unlawful for a firm consisting of 6 or
more partners to discriminate against a partner who is a
handicapped person on the ground of his physical
25 impairment—

- (a) by denying him access, or limiting his access, to
any benefit arising from membership of the firm;
(b) by expelling him from the firm; or
30 (c) by subjecting him to any other detriment.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
*continued.***Trade unions.**

5 49F. (1) It is unlawful for a trade union to discriminate against a handicapped person who is not a member of the trade union on the ground of his physical impairment—

- 10 (a) by refusing or failing to accept his application for membership; or
(b) in the terms on which it is prepared to admit him to membership.

15 (2) It is unlawful for a trade union to discriminate against a handicapped person who is a member of the trade union on the ground of his physical impairment—

- 20 (a) by denying him access, or limiting his access, to any benefit provided by the trade union;
(b) by depriving him of membership or varying the terms of his membership; or
(c) by subjecting him to any other detriment.

Qualifying bodies.

25 49G. It is unlawful for an authority or body which is empowered to confer, renew or extend an authorisation or a qualification that is needed for or facilitates the practice of a profession, the carrying on of a trade or the engaging in of an occupation to discriminate against a handicapped person on the ground of his physical impairment—

- 30 (a) by refusing or failing to confer, renew or extend the authorisation or qualification;
(b) in the terms on which it is prepared to confer the authorisation or qualification or to renew or extend the authorisation or qualification; or

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- 5 (c) by withdrawing the authorisation or qualification
or varying the terms or conditions upon which
it is held.

Employment agencies.

10 49H. It is unlawful for an employment agency to dis-
criminate against a handicapped person on the ground of
his physical impairment—

- (a) by refusing to provide him with any of its
services;
(b) in the terms on which it offers to provide him
15 with any of its services; or
(c) in the manner in which it provides him with any
of its services.

Exceptions to certain provisions in this Division.

20 49I. (1) Nothing in section 49B (1) (b), section 49C
(1) (b) or section 49E (1) (b) renders unlawful dis-
crimination by an employer, principal or person against
a handicapped person on the ground of his physical
impairment if, with respect to the work required to be per-
25 formed in the course of the employment or engagement
concerned, it appeared to the employer, principal or person,
on such grounds as, having regard to the circumstances
of the case, it was reasonable to rely, that the handicapped
person, because of his physical impairment—

- (a) would be unable to carry out that work; or
30 (b) would, in order to carry out that work, require
services or facilities which are not required by
person who are not handicapped persons and

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

5 which, having regard to the circumstances of the
case, cannot reasonably be provided or accom-
modated by the employer, principal or person.

10 (2) Nothing in section 49B (1) (c), (2) (a) or
(b), section 49C (1) (c), (2) (a) or (b), section 49D (a)
or (c) or section 49E (1) (c) or (2) (a) renders unlawful
discrimination by an employer, principal or person against
15 a handicapped person on the ground of his physical impair-
ment in respect of any determination by the employer,
principal or person of any terms or conditions relating to
the handicapped person that are reasonable having regard
to either or both of the following :—

20 (a) any limitation or restriction that the handicapped
person's physical impairment would or does im-
pose on his ability to carry out the work required
to be performed in the course of the employment
or engagement concerned;

25 (b) any services or facilities which would be or are
required by the handicapped person in order to
carry out the work referred to in paragraph (a)
and which would not be or are not required by
persons who are not handicapped persons.

DIVISION 3.—*Discrimination in Other Areas.*

Education.

30 49J. (1) It is unlawful for an educational authority to
discriminate against a handicapped person on the ground of
his physical impairment—

(a) by refusing or failing to accept his application for
admission as a student; or

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- 5 (b) in the terms on which it is prepared to admit him
as a student.
- (2) It is unlawful for an educational authority to
discriminate against a student who is a handicapped person
on the ground of his physical impairment—
- 10 (a) by denying him access, or limiting his access, to
any benefit provided by the educational
authority; or
- (b) by expelling him or subjecting him to any other
detriment.
- 15 (3) Nothing in this section applies to or in respect
of—
- (a) a private educational authority;
- (b) a refusal or failure to accept a handicapped per-
son's application for admission as a student by
20 an educational authority where the educational
authority administers a school, college, university
or other institution which is conducted solely for
students who have a physical impairment which
is not the same as that of the applicant; or
- 25 (c) an educational authority where a handicapped
person, if admitted as a student by the educa-
tional authority, would require services or facili-
ties which are not required by students who are
not handicapped persons and which, having
30 regard to the circumstances of the case, cannot
reasonably be provided or accommodated by the
educational authority.

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

5 **Provision of goods and services.**

49K. (1) It is unlawful for a person who provides, for payment or not, goods or services to discriminate against a handicapped person on the ground of his physical impairment—

- 10 (a) by refusing to provide him with those goods or services; or
- (b) in the terms on which he provides him with those goods or services.

15 (2) Nothing in subsection (1) renders unlawful discrimination by a person against a handicapped person on the ground of his physical impairment if—

- 20 (a) it appeared to the firstmentioned person, on such grounds as, having regard to the circumstances of the case, it was reasonable to rely, that the handicapped person would be unable, because of his physical impairment, to use the goods or services concerned; or
- 25 (b) in respect of the provision of services, the first-mentioned person did all such things as were reasonably practicable, having regard to the circumstances of the case, to assist the handicapped person to use those services but the handicapped person was unable, because of his physical impairment, to use those services.

30 **Accommodation.**

49L. (1) It is unlawful for a person, whether as principal or agent, to discriminate against a handicapped person on the ground of his physical impairment—

- (a) by refusing his application for accommodation;

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- 5 (b) in the terms on which he offers him accommo-
dation; or
- (c) by deferring his application for accommodation
or according him a lower order of precedence
in any list of applicants for that accommodation.

10 (2) It is unlawful for a person, whether as prin-
cipal or agent, to discriminate against a handicapped person
on the ground of his physical impairment—

- (a) by denying him access, or limiting his access, to
any benefit associated with accommodation
occupied by him; or
- 15 (b) by evicting him or subjecting him to any other
detriment.

(3) Nothing in this section applies to or in respect
of the provision of accommodation in premises if—

- 20 (a) the person who provides or proposes to provide
the accommodation or a near relative of that
person resides, and intends to continue to reside,
on those premises; and
- (b) the accommodation provided in those premises is
25 for no more than 6 persons.

(4) Nothing in subsection (1) (a) or (b) or (2)
(a) renders unlawful discrimination by a person against a
handicapped person on the ground of his physical impair-
ment if it appeared to the firstmentioned person, on such

Anti-Discrimination (Amendment).

SCHEDULE 1—continued.**AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.**

5 grounds as, having regard to the circumstances of the case,
it was reasonable to rely, that the handicapped person,
because of his physical impairment—

(a) would be unable to gain access to the accom-
modation or benefit associated with the
10 accommodation, as the case may be; or

(b) would be able to use the accommodation or
benefit associated with the accommodation, as
the case may be, only with substantial risk of
injury to himself.

15 **DIVISION 4.—Exceptions to Part IVA.**

Superannuation, etc.

49M. Nothing in this Part renders unlawful discrimi-
nation against a handicapped person on the ground of his
physical impairment in the terms or conditions appertaining
20 to a superannuation or provident fund or scheme.

Insurance, etc.

49N. Nothing in this Part renders unlawful discrimi-
nation against a handicapped person on the ground of his
physical impairment with respect to the terms on which an
annuity, a life assurance policy, an accident or insurance
25 policy or other policy of insurance is offered or may be
obtained where—

(a) the discrimination is—

(i) based upon actuarial or statistical data
30 from a source on which it is reasonable
to rely or, where there is no such data,
on such other data as may be available;
and

Anti-Discrimination (Amendment).

SCHEDULE 1—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
DISCRIMINATION ON THE GROUND OF PHYSICAL IMPAIRMENT—
continued.

- 5 (ii) reasonable having regard to the data, if
any, and any other relevant factors; and
- (b) the source on which the data referred to in para-
graph (a) (i) is based is disclosed to the Board,
where the Board so requires, and any other
10 relevant factors to which regard has been had as
referred to in paragraph (a) (ii) are disclosed
to the Board, where the Board so requires.

Sport.

- 15 49o. Nothing in this Part renders unlawful discrimina-
tion by a person against a handicapped person on the
ground of his physical impairment so as to exclude the
handicapped person from participation in any sporting
activity, not being the coaching of persons engaged in any
sporting activity, the administration of any sporting activity
20 or any prescribed sporting activity.

(4) Section 119 (a) (vii), (viii), (ix)—

Omit the subparagraphs, insert instead :—

- (vii) mental disability;
- 25 (viii) a characteristic that appertains to persons having
a mental disability or any particular mental dis-
ability;
- (ix) a characteristic that is generally imputed to persons
having a mental disability or any particular mental
disability;

Anti-Discrimination (Amendment).

SCHEDULE 2.

(Sec. 5.)

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE
EQUAL OPPORTUNITY TRIBUNAL.

5 (1) (a) Section 3—

After the matter relating to Part VII, insert :—

PART VIIA.—THE EQUAL OPPORTUNITY
TRIBUNAL—ss. 69A–69O.

(b) Section 3—

10

In the matter relating to Part IX, after “COUNSELLOR”,
insert “, THE TRIBUNAL”.

(c) Section 3—

15

From the matter relating to Division 3 of Part IX,
omit “*Board in relation to Complaints*”, insert instead
“*Tribunal*”.

(d) Section 3—

From the matter relating to Division 4 of Part IX,
omit “*Other*”, insert instead “*The*”.

(2) Section 4 (1), definition of “Tribunal”—

20

After the definition of “trade union”, insert :—

“Tribunal” means the Equal Opportunity Tribunal con-
stituted under this Act;

Anti-Discrimination (Amendment).

SCHEDULE 2—continued.

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL OPPORTUNITY TRIBUNAL—continued.

(3) Part VIIA—

After Part VII, insert :—

PART VIIA.

THE EQUAL OPPORTUNITY TRIBUNAL.

Interpretation: Pt. VIIA.

69A. In this Part—

“judicial member” means the judicial member of the Tribunal;

“member” means a member of the Tribunal and includes the judicial member.

The Tribunal.

69B. There shall be an Equal Opportunity Tribunal.

Appointment of members.

69C. The Tribunal shall consist of not less than 5 part-time members and not more than 7 part-time members appointed by the Governor, one of whom shall be the judicial member.

Term of office.

69D. A member shall, subject to this Part, hold office for a period not exceeding 3 years and is eligible for re-appointment as a member.

Eligibility for appointment to Tribunal, etc.

69E. (1) The judicial member shall be—

(a) a judge of the District Court of New South Wales;

(b) a member of the Workers’ Compensation Commission of New South Wales; or

Anti-Discrimination (Amendment).

SCHEDULE 2—continued.

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL OPPORTUNITY TRIBUNAL—continued.

5 (c) a person who is qualified for appointment as a judge of the District Court of New South Wales or a member of the Workers' Compensation Commission of New South Wales.

10 (2) Where, upon the appointment of the judicial member, he is the holder of an office referred to in subsection (1) (a) or (b), his appointment as the judicial member shall not, nor shall his service as the judicial member, affect his tenure of that office or his rank, title, status, precedence, salary or other rights or privileges as the holder of that office.

15 (3) A person is not eligible for appointment as a member if he is—

20 (a) a member of the Legislative Council or the Legislative Assembly or a member of a House of Parliament of another State or of the Commonwealth; or

(b) a member of the Board.

Vacation of office.

69F. A member shall be deemed to have vacated his office—

25 (a) if he dies;

30 (b) if he is unavailable for duty for a period exceeding 28 days except on leave granted by the Minister (which leave the Minister is hereby authorised to grant), unless his unavailability is occasioned by illness or other unavoidable cause;

Anti-Discrimination (Amendment).

SCHEDULE 2—continued.

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL OPPORTUNITY TRIBUNAL—continued.

- 5 (c) if he is nominated for election as a member of the Legislative Council or the Legislative Assembly or a member of a House of Parliament of another State or of the Commonwealth;
- (d) if he resigns his office by writing under his hand addressed to the Governor; or
- 10 (e) if he is removed from office pursuant to section 69G.

Removal from office.

15 69G. (1) The judicial member may only be removed from office in the same manner as a judge of the District Court may be removed from office.

(2) The Governor may for any cause which to him seems sufficient remove any member, other than the judicial member, from office.

Filling casual vacancy.

20 69H. On the occurrence of a vacancy in the office of a member, otherwise than by the expiration of the term for which he was appointed, the Governor may appoint a person to hold that office, being, where the vacancy occurs in the office of the judicial member, a person qualified for

25 appointment in accordance with section 69E (1).

Member not subject to Public Service Act, 1979.

30 69I. The provisions of the Public Service Act, 1979, shall not apply to or in respect of the appointment of a member, and a member, as such a member, shall not be subject to the provisions of that Act during his term of office.

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

Remuneration of members.

5 69J. A member, other than the judicial member where
the judicial member has a qualification referred to in sec-
tion 69E (1) (a) or (b), shall be entitled to be paid such
remuneration (including travelling and subsistence allow-
10 ances) as the Minister may from time to time determine
in respect of him.

Acting judicial member.

15 69K. (1) The Minister may at any time appoint a
person qualified for appointment as the judicial member in
accordance with section 69E (1) to act as the judicial
member during the absence or illness of the judicial
member.

(2) A person appointed under subsection (1)
shall have and may exercise, while acting as the judicial
member, the functions of the judicial member.

20 **Alternate members.**

69L. (1) The Minister may at any time appoint a
person as an alternate member to act during the absence
or illness of a member, not being the judicial member.

25 (2) An alternate member shall have and may
exercise, while acting as a member, the functions of the
person for whom he is the alternate member.

Constitution of the Tribunal.

30 69M. (1) Except as provided by section 112, the
Tribunal shall, for the purpose of exercising its functions,
be constituted by 3 members comprising—

- (a) the judicial member; and
- (b) 2 members selected by the judicial member.

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

5 (2) In proceedings by or against the Tribunal,
no proof shall be required (until evidence is given to the
contrary) of—

(a) the constitution of the Tribunal; or

(b) the selection of any member of the Tribunal.

Procedure at sittings of the Tribunal.

10 69N. (1) The procedure for constituting a sitting of
the Tribunal and for the conduct of business at a sitting
of the Tribunal shall, subject to this Act and the regula-
tions, be determined by the judicial member.

15 (2) The judicial member shall preside at all sit-
tings of the Tribunal.

(3) At a sitting of the Tribunal, each member pre-
sent (and by whom the Tribunal is constituted for the pur-
poses of the sitting) shall have a deliberative vote and, in
the event of an equality of votes, the judicial member shall
20 have a second or casting vote.

(4) At a sitting of the Tribunal, the decision on
any matter arising for the determination of the Tribunal
of a majority of the members present (and by whom the
Tribunal is constituted for the purposes of the sitting)
25 and voting shall, except as provided by section 108 (2),
be the decision of the Tribunal.

Registrar.

30 69O. (1) A Registrar of the Tribunal and such officers
and employees as may be necessary to enable the Tribunal
and the Registrar to exercise their functions may be
appointed under and subject to the Public Service Act,
1979.

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

5 (2) The office of Registrar may be held in
conjunction with any other office in the Public Service.

(4) Section 70, definition of "meeting"—
Omit the definition.

10 (5) Section 85 (1)—
Omit " , including the procedure to be followed in an
inquiry,".

(6) Section 86—
Omit the section, insert instead :—
Officers and employees.

15 86. Such officers and employees as may be necessary
to enable the Board to exercise its functions may be
appointed under and subject to the Public Service Act,
1979.

(7) Part IX, heading—
After "COUNSELLOR", insert " , THE TRIBUNAL" .

20 (8) Section 89A—
After section 89, insert :—
Application for interim order under s. 112.

25 89A. The Counsellor, at any time after a complaint is
lodged with him under section 88 (1) or (2) or referred
to him by the Registrar under section 88 (5) and before
he declines to entertain the complaint, resolves the com-
plaint by conciliation or refers the complaint to the Tribunal
under section 94 (1), as the case may be, may apply to
30 the Tribunal for the making of an interim order under
section 112 or for the variation or revocation of any such
order.

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

(9) Part IX, Division 3, heading—

- 5 Omit “*Board in relation to Complaints*”, insert instead
“*Tribunal*”.

(10) Section 100—

Omit “the Counsellor,”.

(11) Section 101 (1) (a), (b)—

- 10 Omit the paragraphs, insert instead :—

(a) is entitled to appear personally or where the party
is a body corporate, by a director, the secretary or
an agent of the body corporate; and

- 15 (b) may, by the leave of the Tribunal, be represented
by his or its solicitor or counsel or an agent.

(12) Section 101A—

After section 101, insert :—

Officer assisting the Tribunal.

- 20 101A. (1) The Tribunal may make arrangements with
the Board for an officer of the Board to appear at an
inquiry to assist the Tribunal.

- 25 (2) An officer of the Board assisting the Tribunal
at an inquiry pursuant to arrangements made under sub-
section (1) shall, in relation to that inquiry, be subject
to the control and direction of the Tribunal.

(13) Section 108 (2)—

Omit “President”, insert instead “the judicial member of
the Tribunal”.

Anti-Discrimination (Amendment).

SCHEDULE 2—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL
OPPORTUNITY TRIBUNAL—*continued.*

(14) Section 112—

- 5 Omit “Board may,” insert instead “Tribunal or, where the
judicial member of the Tribunal is of the opinion that it is
expedient that he alone should exercise the functions of the
Tribunal under this section, the judicial member, may, on
the application of the Counsellor under section 89A or”.

10 (15) Sections 117A, 117B—

After section 117, insert :—

Authentication of documents.

- 15 117A. Every document requiring authentication by the
Tribunal may be sufficiently authenticated if signed by the
judicial member of the Tribunal.

Judicial notice of certain signatures.

117B. Judicial notice shall be taken of the signature of
the judicial member of the Tribunal or the Registrar when
appearing on a document issued by the Tribunal.

20 (16) (a) Section 118 (1)—

After “Court”, insert “on a question of law”.

(b) Section 118 (2)–(4)—

Omit the subsections, insert instead :—

- 25 (2) An appeal shall be made in accordance with
the rules of Court.

(3) The Court shall hear and determine the
question of law arising on the appeal and shall—

- (a) remit the decision of the Court thereon to
the Tribunal; or

Anti-Discrimination (Amendment).

*SCHEDULE 2—continued.**AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE EQUAL OPPORTUNITY TRIBUNAL—continued.*

5 (b) make such other order in relation to the appeal as to it seems fit.

(4) The Tribunal and any member of the Tribunal shall not be liable to any costs in respect of the decision or order of the Tribunal or the appeal.

(17) Part IX, Division 4, heading—

10 Omit “Other”, insert instead “The”.

(18) (a) Section 124—

After “Counsellor,” where secondly occurring, insert “a member of the Tribunal.”

(b) Section 124—

15 After “Board,” insert “an officer of the Board.”

(19) Section 127 (2)—

Before “Board”, insert “Tribunal or the”.

20 (20) Sections 4 (1), definitions of “inquiry” and “Registrar”; 37 (b); 49N; 54 (c); 87, definitions of “complaint” and “representative complaint”; 88 (2); 91; 94 (1); 95–100; 102–104; 106–108; 110; 111; 113–117; 118 (1); 127 (4) (d)—

Omit “Board” wherever occurring, insert instead “Tribunal”.

Anti-Discrimination (Amendment).

SCHEDULE 3.

(Sec. 5.)

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE
CONSTITUTION OF THE ANTI-DISCRIMINATION BOARD.

5 (1) Section 73—

Omit “a period of 3 years”, insert instead “such period, not exceeding 3 years, as is specified in the instrument of his appointment”.

(2) (a) Section 74 (1)—

10 Omit the subsection.

(b) Section 74 (2)—

Omit “part-time”.

(3) (a) Section 75 (f)—

Omit “or”.

15 (b) Section 75 (f1)—

After section 75 (f), insert :—

20 (f1) if, being the President, he is removed from office by the Governor pursuant to section 80 (4) or is retired from office by the Governor pursuant to section 80 (5); or

(4) Section 77—

25 Omit “for the residue of his predecessor’s term of office, being, where the vacancy occurs in the office of the full-time member, a person qualified for appointment in accordance with section 74”.

Anti-Discrimination (Amendment).

SCHEDULE 3—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE
CONSTITUTION OF THE ANTI-DISCRIMINATION BOARD—*continued.*

(5) (a) Section 80 (2) (a)—

5 Omit the paragraph, insert instead :—

(a) remuneration in accordance with the Statutory
and Other Offices Remuneration Act, 1975;
and

(b) Section 80 (3)—

10 Omit the subsection.

(c) Section 80 (4), (5)—

Omit section 80 (4), insert instead :—

15 (4) The President may, at any time, be removed
from his office by the Governor upon the address of
both Houses of Parliament.

20 (5) The President may be retired from office by
the Governor after he attains the age of 60 years and,
if he is so retired, he is entitled to such compensation
(if any) as the Statutory and Other Offices Remunera-
tion Tribunal determines.

(6) Section 81—

Omit the section, insert instead :—

Acting President.

25 81. (1) The Minister may appoint an acting President
to act during the absence of the President or during a
vacancy in his office.

Anti-Discrimination (Amendment).

SCHEDULE 3—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO THE
CONSTITUTION OF THE ANTI-DISCRIMINATION BOARD—*continued.*

5 (2) An acting President is entitled to be paid such remuneration (including travelling and subsistence allowances) as the Minister may from time to time determine in respect of him.

10 (3) No person shall be concerned to inquire whether or not any occasion has arisen requiring or authorising an acting President to act as President.

(4) A person appointed an acting President shall, while so acting, be deemed to be the President and shall have the immunities and functions of the President.

15 (5) The Minister may, for any cause which to him seems sufficient, remove an acting President from office.

(7) Section 83—

Omit the section.

(8) Section 84 (2)—

Omit “qualified in accordance with section 74 (1) (c)”.

Anti-Discrimination (Amendment).

SCHEDULE 4.

(Sec. 5.)

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS.

5 (1) (a) Section 3—

From the matter relating to Division 3 of Part II,
omit “20”, insert instead “20A”.

(b) Section 3—

10 From the matter relating to Division 3 of Part III,
omit “34”, insert instead “34A”.

(c) Section 3—

From the matter relating to Division 3 of Part IV,
omit “48”, insert instead “48A”.

(d) Section 3—

15 From the matter relating to Division 3 of Part IVA,
omit “49L”, insert instead “49LA”.

(2) Section 4 (1), definition of “registered club”—

Before the definition of “Registrar”, insert:—

“registered club” means—

- 20 (a) a registered club within the meaning of
section 4 (1) of the Registered Clubs Act,
1976; or
- (b) a club registered under Division 4 of Part
IIIA of the Gaming and Betting Act, 1912;

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

(3) Section 20A—

5 After section 20, insert :—

Registered clubs.

20A. (1) It is unlawful for a registered club to discriminate against a person who is not a member of the registered club on the ground of his race—

- 10 (a) by refusing or failing to accept his application for membership; or
- (b) in the terms on which it is prepared to admit him to membership.

15 (2) It is unlawful for a registered club to discriminate against a person who is a member of the registered club on the ground of his race—

- (a) by denying him access, or limiting his access, to any benefit provided by the registered club;
- 20 (b) by depriving him of membership or varying the terms of his membership; or
- (c) by subjecting him to any other detriment.

(3) Nothing in subsection (1) or (2) applies to or in respect of a registered club if the principal object of the registered club is to provide benefits for persons of a specified race defined otherwise than by reference to—

25

- (a) colour; or
- (b) a description which has the effect of excluding persons of that race who are of a different colour from those persons, or the majority of those persons, who do not come within that description.
- 30

Anti-Discrimination (Amendment).

SCHEDULE 4—continued.**AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—continued.**

5 (4) In determining whether the principal object
of a registered club is as referred to in subsection (3),
regard shall be had to—

- (a) the essential character of the registered club;
- (b) the extent to which the affairs of the registered
10 club are so conducted that the persons primarily
enjoying the benefits of membership are of the
race specified in the principal object; and
- (c) any other relevant circumstance.

(4) Section 34A—

After section 34, insert :—

15 **Registered clubs.**

34A. (1) It is unlawful for a registered club to dis-
criminate against a person who is not a member of the
registered club on the ground of his sex—

- 20 (a) by refusing or failing to accept his application for
membership; or
- (b) in the terms on which it is prepared to admit
him to membership.

(2) It is unlawful for a registered club to discrimi-
nate against a person who is a member of a registered club
25 on the ground of his sex—

- (a) by denying him access, or limiting his access, to
any benefit provided by the registered club;
- (b) by depriving him of membership or varying the
terms of his membership; or
- 30 (c) by subjecting him to any other detriment.

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*

AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

5 (3) Nothing in subsection (1) or (2) renders unlawful discrimination by a registered club against a person on the ground of his sex if membership of the registered club is available to persons of the opposite sex only.

10 (4) Nothing in subsection (1) (paragraph (a) excepted) or subsection (2) renders unlawful discrimination by a registered club against a person on the ground of his sex if the discrimination occurs in relation to the use or enjoyment of any benefit provided by the registered club where—

15 (a) it is not practicable for the benefit to be used or enjoyed—

(i) simultaneously; or

(ii) to the same extent,

by both men and women; and

20 (b) either—

(i) the same, or an equivalent, benefit is provided for the use of men and women separately from each other; or

25 (ii) men and women are each entitled to a fair and reasonable proportion of the use and enjoyment of the benefit.

(5) In determining any matter relating to the application of subsection (4), regard shall be had to—

30 (a) the purposes for which the registered club is established;

Anti-Discrimination (Amendment).

SCHEDULE 4—continued.**AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—continued.**

- 5 (b) the membership of the registered club, including any class or type of membership;
- (c) the nature of the benefits provided by the registered club;
- (d) the opportunities for the use and enjoyment of those benefits by men and women; and
- 10 (e) any other relevant circumstance.

(5) Section 48A—

After section 48, insert :—

Registered clubs.

15 48A. (1) It is unlawful for a registered club to discriminate against a person who is not a member of the registered club on the ground of his marital status—

- (a) by refusing or failing to accept his application for membership; or
- 20 (b) in the terms on which it is prepared to admit him to membership.

(2) It is unlawful for a registered club to discriminate against a person who is a member of the registered club on the ground of his marital status—

- 25 (a) by denying him access, or limiting his access, to any benefit provided by the registered club;
- (b) by depriving him of membership or varying the terms of his membership; or
- (c) by subjecting him to any other detriment.

Anti-Discrimination (Amendment).

SCHEDULE 4—continued.

**AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—continued.**

(6) Section 49LA—

5 After section 49L, insert :—

Registered clubs.

10 49LA. (1) It is unlawful for a registered club to discriminate against a handicapped person who is not a member of the registered club on the ground of his physical impairment—

- (a) by refusing or failing to accept his application for membership; or
- (b) in the terms on which it is prepared to admit him to membership.

15 (2) It is unlawful for a registered club to discriminate against a handicapped person who is a member of the registered club on the ground of his physical impairment—

- (a) by denying him access, or limiting his access, to any benefit provided by the registered club;
- (b) by depriving him of membership or varying the terms of his membership; or
- (c) by subjecting him to any other detriment.

25 (3) Nothing in subsection (1) or (2) applies to or in respect of a registered club if the principal object of the registered club is to provide benefits only for handicapped persons who have a particular physical impairment specified in the principal object.

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

5 (4) In determining whether the principal object
of a registered club is as referred to in subsection (3),
regard shall be had to—

- (a) the essential character of the registered club;
- 10 (b) the extent to which the affairs of the registered
club are so conducted that the persons primarily
enjoying the benefits of membership are handi-
capped persons who have the particular physical
impairment specified in the principal object; and
- (c) any other relevant circumstance.

15 (5) Nothing in subsection (1) or (2) applies to
or in respect of a registered club where a handicapped
person would require, in order to use or enjoy any benefit
provided by the registered club or in order not to prevent,
impair or restrict the use or enjoyment of any such benefit
20 by the other members of the registered club, services or
facilities which are not required by members of the regis-
tered club who are not handicapped persons and which,
having regard to the circumstances of the case, cannot
reasonably be provided or accommodated by the registered
club.

25 (7) (a) Section 54 (b) (iii)—
Omit “or”.

(b) Section 54 (b) (iv)—
After “1967;”, insert “or”.

Anti-Discrimination (Amendment).

SCHEDULE 4—*continued.*AMENDMENTS TO THE PRINCIPAL ACT RELATING TO
REGISTERED CLUBS—*continued.*

(c) Section 54 (b) (v)—

5 After section 54 (b) (iv), insert :—

- 10 (v) the articles of association, rules, regulations or
by-laws of a registered club or any other pro-
visions made by a registered club in relation
to the admission to membership, or the rights
of members, of the registered club, whether
the articles, rules, regulations, by-laws or other
provisions were made before, on or after the
date of assent to this Act;

(8) Section 57 (1)—

15 Omit the subsection, insert instead :—

(1) In this section, “body” means a body, the activities
of which are carried on otherwise than for profit and which
is not established by an Act, but does not include—

- 20 (a) a society registered under the Co-operation Act,
1923;
- (b) a credit union within the meaning of the Credit
Union Act, 1969;
- (c) a society registered under the Friendly Societies
Act, 1912; or
- 25 (d) a permanent building society registered under the
Permanent Building Societies Act, 1967.
-

Anti-Discrimination (Amendment).

SCHEDULE 5.

(Sec. 5.)

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT.

(1) (a) Section 3—

5 From the matter relating to Part II, omit “6–22”,
insert instead “7–22”.

(b) Section 3—

From the matter relating to Division 1 of Part II, omit
“ss. 6, 7”, insert instead “s. 7”.

10 (c) Section 3—

From the matter relating to Division 3 of Part III,
omit “32”, insert instead “31A”.

(d) Section 3—

15 From the matter relating to Division 3 of Part IV,
omit “47, 48”, insert instead “46A–48”.

(2) (a) Section 4 (1), definitions of “private educational
authority”, “race”—

After the definition of “principal”, insert :—

20 “private educational authority” means a person or
body administering a school, college, university
or other institution at which education or
training is provided, not being—

25 (a) a school, college, university or other
institution established under the Public
Instruction Act of 1880, the Technical
and Further Education Act, 1974, the
Colleges of Advanced Education Act,
1975, the New South Wales State
30 Conservatorium of Music Act, 1965,
or an Act of incorporation of a
university; or

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

- 5 (b) an agricultural college administered by
the Minister for Agriculture;

“race” includes colour, nationality and ethnic or
national origin;

- (b) Section 4 (3), (4)—

After section 4 (2), insert :—

- 10 (3) For the purposes of this Act, the fact that a
race may comprise two or more distinct races does not
prevent it from being a race.

- 15 (4) A reference in this Act to the conferring,
renewing or extending of an authorisation or a qualifi-
cation, in relation to an authority or a body which is
empowered to confer, renew or extend an authorisa-
tion or a qualification that is needed for or facilitates
20 the practice of a profession, the carrying on of a trade
or the engaging in of an occupation, includes a
reference to the conferring, renewing, extending,
granting, awarding, approving, issuing or accepting of
a recognition, registration, enrolment, approval or
certification by such an authority or such a body or to
25 the admission of a person to membership of such an
authority or such a body.

- (3) Section 6—

Omit the section.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(4) Section 7 (2)—

5 At the end of section 7, insert :—

(2) A person discriminates against another person on the ground of his race if he requires the other person to comply with a requirement or condition—

- 10 (a) with which a substantially higher proportion of persons not of the same race as the other person comply or are able to comply;
- (b) which is not reasonable having regard to the circumstances of the case; and
- 15 (c) with which the other person does not or is not able to comply.

(5) Section 10A—

After section 10, insert :—

Partnerships.

20 10A. (1) It is unlawful for a firm consisting of 6 or more partners, or for any one or more of 6 or more persons proposing to form themselves into a partnership, to discriminate against a person on the ground of his race—

- 25 (a) in the arrangements they make or he makes for the purpose of determining who should be offered a position as partner in the firm;
- (b) in determining who should be offered a position as partner in the firm; or
- (c) in the terms on which they offer or he offers him a position as partner in the firm.

30 (2) It is unlawful for a firm consisting of 6 or more partners to discriminate against a partner on the ground of his race—

- (a) by denying him access, or limiting his access, to any benefit arising from membership of the firm;

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(b) by expelling him from the firm; or

5 (c) by subjecting him to any other detriment.

(6) Section 12—

Omit “or the carrying on of a trade”, insert instead “, the carrying on of a trade or the engaging in of an occupation”.

(7) (a) Section 13 (a)—

10 Omit “or”.

(b) Section 13 (b)—

Omit “services.”, insert instead “services; or”.

(c) Section 13 (c)—

After section 13 (b), insert :—

15 (c) in the manner in which it provides him with any of its services.

(8) (a) Section 24 (1A)—

After section 24 (1), insert :—

20 (1A) For the purposes of subsection (1), but without limiting the generality of that subsection, the fact that a woman is or may become pregnant is a characteristic that appertains generally to women.

(b) Section 24 (2)—

25 Omit “occurs are not of the same marital status.”, insert instead:—

occurs—

(a) are a woman who is pregnant and a man; or

(b) are not of the same marital status.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(c) Section 24 (3)—

5 After section 24 (2), insert :—

(3) A person discriminates against another person on the ground of his sex if he requires the other person to comply with a requirement or condition—

10 (a) with which a substantially higher proportion of persons of the opposite sex to the sex of the other person comply or are able to comply;

(b) which is not reasonable having regard to the circumstances of the case; and

15 (c) with which the other person does not or is not able to comply.

(9) (a) Section 25 (1A)—

After section 25 (1), insert :—

20 (1A) Nothing in subsection (1) renders unlawful discrimination by an employer against a woman on the ground of her sex if, at the date on which the woman applied to the employer for employment or, where the employer interviewed the woman in relation to her application for employment, at the date of the
25 interview, the woman is pregnant.

(b) Section 25 (2A)—

After section 25 (2), insert :—

30 (2A) Nothing in subsection (2) (c) renders unlawful discrimination by an employer against a woman on the ground of her sex in respect of the dismissal

Anti-Discrimination (Amendment).

SCHEDULE 5—continued.**MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.**

5 by an employer of a woman who is pregnant if, at the
date on which the woman applied to the employer for
employment or, where the employer interviewed the
woman in relation to her application for employment,
at the date of the interview, the woman was pregnant,
10 unless, at that date, the woman did not know and
could not reasonably be expected to have known that
she was pregnant.

(c) Section 25 (3) (a)—
Omit “or”.

(d) Section 25 (3) (b)—
15 Omit “5.”, insert instead “5; or”.

(e) Section 25 (3) (c)—
After section 25 (3) (b), insert :—
(c) by a private educational authority.

(10) Section 27A—

20 After section 27, insert :—

Partnerships.

25 27A. (1) It is unlawful for a firm consisting of 6 or
more partners, or for any one or more of 6 or more persons
proposing to form themselves into a partnership, to dis-
criminate against a person on the ground of his sex—

(a) in the arrangements they make or he makes for
the purpose of determining who should be offered
a position as partner in the firm;

30 (b) in determining who should be offered a position
as partner in the firm; or

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

- 5 (c) in the terms on which they offer or he offers him
a position as partner in the firm.
- (2) It is unlawful for a firm consisting of 6 or
more partners to discriminate against a partner on the
ground of his sex—
- 10 (a) by denying him access, or limiting his access, to
any benefit arising from membership of the firm;
(b) by expelling him from the firm; or
(c) by subjecting him to any other detriment.
- (11) Section 29—
- 15 Omit “or the carrying on of a trade”, insert instead “, the
carrying on of a trade or the engaging in of an occupation”.
- (12) (a) Section 30 (a)—
Omit “or”.
- (b) Section 30 (b)—
Omit “services.”, insert instead “services; or”.
- 20 (c) Section 30 (c)—
After section 30 (b), insert :—
(c) in the manner in which it provides him with
any of its services.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

**MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
*continued.***

(13) Section 31 (2) (a)—

- 5 Omit “physiology”, insert instead “physiognomy or
physique”.

(14) Section 31A—

Before section 32, insert :—

Education.

- 10 31A. (1) It is unlawful for an educational authority to
discriminate against a person on the ground of his sex—

(a) by refusing or failing to accept his application
for admission as a student; or

- 15 (b) in the terms on which it is prepared to admit
him as a student.

(2) It is unlawful for an educational authority to
discriminate against a student on the ground of his sex—

- 20 (a) by denying him access, or limiting his access, to
any benefit provided by the educational
authority; or

(b) by expelling him or subjecting him to any other
detriment.

(3) Nothing in this section applies to or in respect
of—

- 25 (a) a private educational authority; or
(b) a refusal or failure to accept a person's applica-
tion for admission as a student by an educational
authority where the educational authority

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

5 administers a school, college, university or other
institution which is conducted solely for students
of the opposite sex to the sex of the applicant.

(15) Section 33 (1)—

Omit the subsection, insert instead :—

10 (1) It is unlawful for a person who provides, for pay-
ment or not, goods or services to discriminate against
another person on the ground of his sex—

(a) by refusing to provide him with those goods or
services; or

15 (b) in the terms on which he provides him with
those goods or services.

(16) Section 39 (3)—

After section 39 (2), insert :—

20 (3) A person discriminates against another person on
the ground of his marital status if he requires the person
discriminated against to comply with a requirement or
condition—

25 (a) with which a substantially higher proportion of
persons not of the same marital status as the
person discriminated against comply or are able
to comply;

(b) which is not reasonable having regard to the
circumstances of the case; and

(c) with which the person discriminated against does
not or is not able to comply.

Anti-Discrimination (Amendment).

SCHEDULE 5—continued.**MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.**

(17) (a) Section 40 (3) (a)—

5 Omit “or”.

(b) Section 40 (3) (b)—

Omit “5.”, insert instead “5; or”.

(c) Section 40 (3) (c)—

After section 40 (3) (b), insert :—

10 (c) by a private educational authority.

(18) Section 42A—

After section 42, insert :—

Partnerships.

15 42A. (1) It is unlawful for a firm consisting of 6 or more partners, or for any one or more of 6 or more persons proposing to form themselves into a partnership, to discriminate against a person on the ground of his marital status—

20 (a) in the arrangements they make or he makes for the purpose of determining who should be offered a position as partner in the firm;

(b) in determining who should be offered a position as partner in the firm; or

25 (c) in the terms on which they offer or he offers him a position as partner in the firm.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

5 (2) It is unlawful for a firm consisting of 6 or more partners to discriminate against a partner on the ground of his marital status—

(a) by denying him access, or limiting his access, to any benefit arising from membership of the firm;

(b) by expelling him from the firm; or

10 (c) by subjecting him to any other detriment.

(19) Section 44—

Omit “or the carrying on of a trade”, insert instead “, the carrying on of a trade or the engaging in of an occupation”.

(20) (a) Section 45 (a)—

15 Omit “or”.

(b) Section 45 (b)—

Omit “services.”, insert instead “services; or”.

(c) Section 45 (c)—

After section 45 (b), insert :—

20 (c) in the manner in which it provides him with any of its services.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(21) Sections 46A, 47—

5 Omit section 47, insert instead :—

Education.

46A. (1) It is unlawful for an educational authority to discriminate against a person on the ground of his marital status—

- 10 (a) by refusing or failing to accept his application for admission as a student; or
(b) in the terms on which it is prepared to admit him as a student.

(2) It is unlawful for an educational authority to discriminate against a student on the ground of his marital status—

- 15 (a) by denying him access, or limiting his access, to any benefit provided by the educational authority; or
20 (b) by expelling him or subjecting him to any other detriment.

(3) Nothing in this section applies to or in respect of a private educational authority.

Provision of services.

25 47. It is unlawful for a person who provides, for payment or not, services to discriminate against another person on the ground of his marital status—

- (a) by refusing to provide him with those services; or
30 (b) in the terms on which he provides him with those services.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(22) Section 54 (b)—

5 Omit “paragraph (a);”, insert instead :—

paragraph (a), not being—

- (i) the rules of a society registered under the Co-operation Act, 1923;
- 10 (ii) the rules of a credit union within the meaning of the Credit Union Act, 1969;
- (iii) the rules of a society registered under the Friendly Societies Act, 1912; or
- (iv) the rules of a permanent building society registered under the Permanent Building Societies Act, 1967;
- 15

(23) Section 57 (1)—

Omit “Act.”, insert instead :—

Act,

but does not include—

- 20 (d) a society registered under the Co-operation Act, 1923;
- (e) a credit union within the meaning of the Credit Union Act, 1969;
- (f) a society registered under the Friendly Societies Act, 1912; or
- 25 (g) a permanent building society registered under the Permanent Building Societies Act, 1967.

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

(24) Section 58—

5 Omit the section.

(25) Sections 68A, 68B—

After section 68, insert :—

**Preservation of rights of Counsellor previously public
servant, etc.**

10 68A. (1) In this section, “superannuation scheme”
means a scheme, fund or arrangement under which any
superannuation or retirement benefits are provided and
which is established by or under any Act.

15 (2) Subject to subsection (3) and to the terms
of his appointment, where the Counsellor was, immediately
before his appointment as the Counsellor—

(a) an officer of the Public Service; or

(b) a contributor to a superannuation scheme,
he—

20 (c) shall retain any rights accrued or accruing to
him as such an officer or contributor;

(d) may continue to contribute to any superannua-
tion scheme to which he was a contributor
immediately before his appointment as the
25 Counsellor; and

(e) shall be entitled to receive any deferred or
extended leave and any payment, pension or
gratuity,

30 as if he had continued to be such an officer or contributor
during his service as the Counsellor, and—

(f) his service as the Counsellor shall be deemed to
be service as an officer or employee for the
purpose of any law under which those rights

Anti-Discrimination (Amendment).

SCHEDULE 5—*continued.*

MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.

- 5 accrued or were accruing, under which he continues to contribute or by which that entitlement is conferred; and
- 10 (g) he shall be deemed to be an officer or employee, and the Government of New South Wales shall be deemed to be his employer, for the purpose of the superannuation scheme to which he is entitled to contribute under this subsection.
- 15 (3) A person appointed as the Counsellor who, but for this subsection, would be entitled under subsection (2) to contribute to a superannuation scheme or to receive any payment, pension or gratuity under that scheme shall not be so entitled upon his becoming (whether upon his appointment as the Counsellor or at any later time while he holds office as the Counsellor) a contributor to any superannuation scheme, and the provisions of subsection
- 20 (2) (g) cease to apply to or in respect of him and the Government of New South Wales in any case where he becomes a contributor to such another superannuation scheme.
- 25 (4) Subsection (3) does not prevent the payment to the Counsellor upon his ceasing to be a contributor to a superannuation scheme of such amount as would have been payable to him if he had ceased, by way of resignation, to be an officer or employee for the purposes of that scheme.
- 30 (5) A person appointed as the Counsellor shall not, in respect of the same period of service, be entitled to claim a benefit under this Act and another Act.

Anti-Discrimination (Amendment).

SCHEDULE 5—continued.

**MISCELLANEOUS AMENDMENTS TO THE PRINCIPAL ACT—
continued.**

Annual report.

5 68B. (1) The Counsellor shall, on or before 30th September in each year, prepare and present to the Minister a report of his work and activities for the period of 12 months ending on the preceding 30th June.

10 (2) The Minister shall lay the report, or cause it to be laid, before both Houses of Parliament as soon as practicable after its receipt by him.

(26) Section 122A, definition of “race”—
Omit the definition.

(27) Section 122H—
15 After “Sections 63–69”, insert “(section 68B excepted)”.

SCHEDULE 6.

(Sec. 6.)

SAVINGS, TRANSITIONAL AND OTHER PROVISIONS.

Interpretation: Sch. 6.

20 1. In this Schedule—
“appointed day” means the day appointed and notified under section 2 (2);
“President” means the President of the Anti-Discrimination Board.

Complaints and matters referred to the Board.

25 2. A complaint or matter referred under section 91 (2), 94 (1) or 95 of the Principal Act by the Counsellor for Equal Opportunity or the Minister to the Anti-Discrimination Board before the appointed day and in relation to which the Board—
(a) had not, before that day, commenced to hold an inquiry; or

Anti-Discrimination (Amendment).

SCHEDULE 6—*continued.*

SAVINGS, TRANSITIONAL AND OTHER PROVISIONS—*continued.*

(b) had commenced to hold an inquiry but had not, before that day, completed the inquiry,

5 shall be deemed to be a complaint or matter referred to the Equal Opportunity Tribunal under section 91 (2), 94 (1) or 95, as the case may require, of the Principal Act, as amended by this Act.

Inquiries pending before the Board.

3. An inquiry commenced but not completed by the Anti-Discrimination
10 Board immediately before the appointed day shall be deemed to be an inquiry held by the Equal Opportunity Tribunal, and shall be continued before and disposed of by the Tribunal accordingly.

Transfer of certain documents to the Tribunal.

4. The person who, immediately before the appointed day, was the
15 Registrar of the Anti-Discrimination Board or other officer having the custody of any records of the Board shall, as soon as practicable after that day, forward to the Equal Opportunity Tribunal all documents held by him and relating to an inquiry referred to in clause 3.

Legal representation of certain persons before the Tribunal.

20 5. A party to an inquiry referred to in clause 3 who, at that inquiry, appeared before the Anti-Discrimination Board by his solicitor or counsel, shall be deemed to have been granted leave by the Equal Opportunity Tribunal, under section 101 (1) (b) of the Principal Act, as amended by
25 this Act, to be represented at that inquiry before the Tribunal by his solicitor or counsel, as the case may require.

Preservation of certain rights of appeal.

6. Nothing in this Act affects any right of appeal under section 118 of the Principal Act, as in force immediately before the appointed day, which a party to an inquiry had immediately before that day.

30 Preservation of rights of certain office holder.

7. Except as provided by clauses 8 and 9, the provisions of Part VIII of the Principal Act, as in force immediately before the appointed day, shall, notwithstanding this Act, continue to apply to and in respect of the person who, immediately before that day, held the office of President and
35 shall continue so to apply until such time as he ceases to hold that office.

Anti-Discrimination (Amendment).

SCHEDULE 6—*continued.*

SAVINGS, TRANSITIONAL AND OTHER PROVISIONS—*continued.*

Terms of certain instrument of appointment.

- 5 8. The instrument of appointment of the person who, immediately before the appointed day, held the office of President, shall, for the purposes of section 73 of the Principal Act, as amended by this Act, be deemed to specify a term of office of 3 years from the date of his appointment to that office.

Application of certain provisions relating to retirement.

- 10 9. The amendments made by section 5 and Schedule 3 (1), (3) (b) (in so far as they relate to the retirement of the President from office) and (5) (c) (in so far as they relate to the retirement of the President from office) apply to the person who, immediately before the appointed day, held the office of President as well as to a person who, on or after that day, holds that office.

Regulations.

10. (1) The Governor may make regulations containing other provisions of a savings or transitional nature consequent on the enactment of this Act.

- 20 (2) A provision made under subclause (1) may take effect as from the appointed day or a later day.

- (3) To the extent to which a provision referred to in subclause (1) takes effect from a date that is earlier than the date of its publication in the Gazette, the provision does not operate so as—

- 25 (a) to affect, in a manner prejudicial to any person (other than the State or an authority of the State), the rights of that person existing before the date of its publication therein; or
(b) to impose liabilities on any person (other than the State or an authority of the State) in respect of anything done or omitted to be done before the date of its publication therein.

- 30 (4) A provision made under subclause (1) shall, if the regulations under this clause so provide, have effect notwithstanding the foregoing clauses of this Schedule.

BY AUTHORITY

D. WEST, GOVERNMENT PRINTER, NEW SOUTH WALES—1981