

We have specialist solicitors for each area of law in which you might require assistance including:

- Car Accident Injury Claims
- Commercial Litigation
- Criminal Law
- Employment Law (Unfair Dismissal & Underpayment Claims)
- Equal Opportunity / Discrimination Claims
- Estate Disputes & Inheritance Claims
- Family Law
- Migration Law
- Personal Injury / Public Liability Claims
- Probate & Letters of Administration
- Traffic Charges
- Victims of Crime Claims
- Wills / Powers of Attorney & Advance Care Directives
- Workers Compensation



Barristers & Solicitors
work for you.

ADELAIDE:
253 - 257 Sturt Street, Adelaide SA 5000
Telephone (08) 8231 1363 Facsimile (08) 8231 5529
NORTH EAST:
1261 North East Road, Ridgehaven SA 5097
Telephone (08) 8395 8000 Facsimile (08) 8395 8222

www.websterslawyers.com.au



Barristers & Solicitors
work for you.

DISCRIMINATION, EQUAL OPPORTUNITY and HUMAN RIGHTS.



Established in South Australia, our professional, friendly and supportive team is committed to providing you with the highest standards of service.

Our goal is to relieve the stress of your situation by providing sound advice and professional legal assistance.

To this end our Service Charter is based on six fundamental principles:



Respect

We work for you and acknowledge that as our client you deserve our attention and respect at all times.



Quality Service

We listen to your needs and ensure that you are fully informed and properly advised at all key stages.



Professionalism

We have the experience, competence and skill necessary to provide the legal service you need.



Knowledge

Through continuous and ongoing research and training we are up to date on all aspects of our areas of speciality.



Honesty & Integrity

At all times we will be open and honest and follow through on our commitments to you.



Best Outcomes

We work hard to achieve the best outcome for you in the circumstances of your case.

We look after our clients and build a relationship of trust so that they are confident to come back whenever they need a lawyer.

Human rights are basic rights, freedoms and protections to ensure that all people are treated equally in society.

At Websters Lawyers, we have a specialist team of Human Rights Solicitors who will fight for the justice you deserve.

When is discrimination unlawful?

The law regarding discrimination says that in public situations it is wrong to take into account certain personal characteristics of a person including:

- disability, including temporary and permanent disabilities; physical, intellectual, sensory, psychiatric disabilities, diseases or illnesses; medical conditions; work related injuries; past, present and future disabilities; and association with a person with a disability;
- race including colour, descent, national or ethnic origin and immigrant status;
- age (covering both young people and older people);
- religion and religious appearance or dress;
- sex, including sexual orientation or gender identity;
- marital or relationship status (including same-sex defacto couples) or the identity of a spouse or partner;
- pregnancy, breastfeeding or family responsibilities (such as the need to care for a child or elderly parent);
- political opinion;
- being a 'whistleblower' (disclosing information in the public interest) or having made a complaint of discrimination.



Importantly, the discrimination laws do not regulate how people conduct their private lives, but the areas of public life that are governed include:

- employment (whether selection for a job, promotion or related benefits)
- memberships of clubs and associations
- access to goods and services
- education
- rental accommodation

If you feel you have experienced harassment or discrimination call Websters Lawyers for an appointment with one of our specialist Solicitors today.

Are there exceptions?

The various laws against discrimination do have exceptions. For example, where special measures are taken for the benefit of people in a particular age group, or in employment when a person suffering from a disability would be unable to adequately perform the work without endangering themselves or others. For this reason it is important to obtain legal advice to determine what particular law relates to the situation and whether any exceptions apply.

It is also possible for an employer, education provider or trader to seek an exemption in particular circumstances.



On what basis can a claim be made?

A person can't complain just because an act or practice amounts to discrimination. It is necessary for them to have suffered some type of harm or loss as a result. However, in addition to being treated unfavourably or refused something that is available to others, detriment can involve humiliation or denigration.



Racial Hatred and Sexual Harassment

Some conduct goes beyond discrimination and involves not only treating another unfairly but engaging in bullying or intimidation that affects a person's ability to participate in public life.

Racial vilification is an act inciting hatred, severe ridicule or contempt of a person or group on the basis of their race and any person or group affected can sue for damages. It is also against the law to do an act in public because of race, colour, national or ethnic origin if it is reasonably likely to offend, insult or intimidate another person or group.

Sexual harassment includes unwelcome conduct of a sexual nature that a reasonable person would find offensive, humiliating or intimidating. The sort of behaviour that this involves can include asking a person about their sexual activity, making remarks about their attractiveness or making unnecessary physical contact. When sexual harassment occurs in the workplace the employer may be held legally responsible unless they have taken reasonable steps to prevent such behaviour.

Why involve a lawyer?

There are different laws that apply to areas of discrimination, equal opportunity and human rights and it is important to know which law is involved as this will determine for example whether action can be taken in The Australian Human Rights Commission,

The Equal Opportunity Commission or The Fair Work Commission. It is also important to know whether any exemptions apply to the conduct in question. There are various factors to be taken into account when deciding what action to take including the relevant time limits in which to commence a claim.



- We have a specialist team at Websters Lawyers who are passionate about human rights and getting you justice.
- We understand the sensitivity and emotional nature of these claims and will work with you to get the best outcome possible.
- We will keep you updated with the progress of your matter, keeping you fully informed of your claim and the next steps.
- We will ensure you are compensated fairly.

If you have been dealt with unfairly Websters Lawyers can help you make a stand and take the action you need to achieve justice.

