



Your rights in Victoria and who can help

Human rights

In Victoria it is against the law for someone to discriminate against you because of your race, religion, sex, political beliefs and many other things. You also have rights, such as a right to be safe, to be fairly treated, to practice your religion and to enjoy your culture and family.

These are called 'human rights' and everyone has the same rights in Victoria, wherever you were born.

Discrimination

It is also against the law for you to be treated differently or unfairly if it happens in places like your work, when renting a house, at school, in a shop or restaurant or when playing sport.

People cannot treat you unfairly because:

- of your skin colour, culture or race, family background or the country you come from
- of your religion, religious belief or activity. For example, people cannot treat you differently because you go to a mosque, synagogue or church. It's also OK to not have any religious beliefs
- of a disability, disease or injury. For example, if you have a disability or illness you can ask for different work arrangements without being punished and your boss needs to make reasonable arrangements so you can do your job
- you are a parent or carer. For example, if you care for children or family members you can ask to work different hours or have time off to look after children or family members
- of your age. For example, if you apply for a job they cannot say you are too old or too young for the job
- you are a man or a woman

- you are pregnant or breastfeeding. For example, it's OK to breastfeed in a public place like a café or playground, you can choose to work when you are pregnant or breastfeeding
- of sexual activity that is OK by the law. For example, you cannot be treated unfairly because of the person you have sex with.
- of your sexual orientation or gender identity. For example, gay, lesbian, bisexual, transsexual, transgender, queer and heterosexual people all have the same rights
- of your marital status. It doesn't matter if you are married, divorced, unmarried or living together, you must still be treated fairly
- of your physical features. For example, you cannot be treated unfairly because of height, weight, size, hair or birthmarks
- of your actions about rights at work. For example, you cannot be fired or punished for asking questions or talking about problems you have at work

- union activity. For example, you cannot be fired for being a member of a trade union or going on strike
- your politics, political beliefs or activities or because you do not take part in political activities

It is also against the law for you to treat someone differently because of any of these reasons.

If you would like more information on your human rights or about discrimination and what you can do if you need help, you can call the Commission on **1300 292 153** or for an interpreter, please call **1300 152 494**.

You cannot be punished or treated unfairly for asking us for help or making a complaint, and only the people involved in the complaint will know about it. Lodging a complaint does not mean you will have to go to court.

You can also visit humanrightscommission.vic.gov.au for more information. We also provide free information about your rights in public places, at work and with government organisations.



**Victorian Equal Opportunity
& Human Rights Commission**

Need more information?

Contact the Commission:

Enquiry Line	1300 292 153 or (03) 9032 3583
Fax	1300 891 858
TTY	1300 289 621
Email	enquiries@veohrc.vic.gov.au
Website	humanrightscommission.vic.gov.au

Accessible formats

This publication is available to download from our website at humanrightscommission.vic.gov.au/resources in PDF and RTF. Please contact the Commission if you require other accessible formats.

We welcome your feedback!

Were these resources useful? Easy to use? Would you like to see something else included? Please email us at communications@veohrc.vic.gov.au.

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Disclaimer: This information is intended as a guide only. It is not a substitute for legal advice.