



## **Appendix F — Australian age discrimination laws**

The following table was drawn up by the Human Rights and Equal Opportunity Commission (HREOC) and outlines in brief where age discrimination is unlawful or proscribed in each State and Territory and in the Commonwealth.

<b>Location</b>	<b>Act</b>	<b>Extent of age discrimination covered</b>
Commonwealth	<i>Human Rights and Equal Opportunity Commission Act 1986</i>	Employment, including recruitment, wages, promotion, retirement, vocational training, superannuation – but age discrimination is not unlawful and Commission recommendations are not enforceable.
	<i>Workplace Relations Act 1996</i>	One object of the Workplace Relations Act is the prevention and elimination of age discrimination. It makes termination of employment because of age unlawful. Compulsory retirement is dealt with separately and may not be unlawful. Junior rates of pay are also exempt.
New South Wales	<i>Anti-Discrimination Act 1977</i>	Employment, access to public places and vehicles, education, goods and services, accommodation and registered clubs. Compulsory retirement is prohibited.

<b>Location</b>	<b>Act</b>	<b>Extent of age discrimination covered</b>
Victoria	<i>Equal Opportunity Act 1995</i>	Employment and employment related areas, education, goods and services, disposal of land, accommodation, clubs, sport and local government. Compulsory retirement is prohibited.
Queensland	<i>Anti-Discrimination Act 1991</i>	Employment, education, goods and services, superannuation, insurance, disposition of land, accommodation, club membership and affairs, administration of State laws and programs, local government. Compulsory retirement is prohibited.
Western Australia	<i>Equal Opportunity Act 1984</i>	Employment, access to public places and vehicles, education, goods and services, accommodation, clubs and incorporated organisations, sport and superannuation. Compulsory retirement is prohibited.
South Australia	<i>Equal Opportunity Act 1994</i>	Employment, associations, education, goods and services, disposal of an interest in land, accommodation. Compulsory retirement is prohibited.
Tasmania	<i>Anti-Discrimination Act 1998</i> (not yet commenced).	Most areas of age discrimination are covered. Compulsory retirement is lawful.
ACT	<i>Discrimination Act 1991</i>	Employment, education, access to premises, goods, services and facilities, accommodation and clubs. Compulsory retirement is prohibited.
Northern Territory	<i>Anti-Discrimination Act 1992</i>	Employment, education, goods, services and facilities, accommodation, clubs and insurance and superannuation. Compulsory retirement is lawful.

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