

PRESS RELEASE

Upon yesterday's commencement of the Federal government's new laws regulating workplace relations, the NT Anti-Discrimination Commission reminds all public and private sector employers that the NT *Anti-Discrimination Act* continues to prohibit the dismissal of employees on grounds of race; sex; sexuality; age; marital status; pregnancy; parenthood; breastfeeding; impairment; trade union or employer association activity; religious belief or activity; political opinion, affiliation or activity; irrelevant medical record; irrelevant criminal record; and association with a person who has any of the above attributes.

Under the new federal legislation companies with fewer than 100 employees are exempt from unfair dismissal laws. However, all businesses, regardless of their size, are still subject to anti-discrimination and equal opportunity law. Any employees (including casuals, contract workers, part-time workers) who believe they have been unlawfully terminated in breach of the *Anti-Discrimination Act* may still lodge a complaint with the Commission.

The Commission is an independent statutory authority responsible for the impartial investigation and conciliation of complaints about unfair discrimination and sexual harassment. The Commission provides legal advice but does not advocate or legally represent the parties to a complaint. Management of complaints by the Commission is a free service to the community.

In order to assist parties in the resolution of complaints, the Commission also provides information via a freecall telephone line 1800-813846 and via a freecall managers and supervisors help-line 1800-501288.



TONY FITZGERALD
COMMISSIONER

29 March 2006