

Talking about the campaign and handling objections.

This guide will help you talk to your workmates and your community about the Equal Rights Equals Respect campaign and handle common questions.

What are you talking about?	<p>In September 2024 the Queensland Anti-Discrimination Act was updated to include updated protected attributes.</p> <p>Protected attributes are personal attributes that a person shouldn't be unfairly discriminated against on.</p>
I have no idea what changes were made?	<p>These reforms updated legislation to better protect vulnerable Queenslanders in the workplace facing discrimination because of things like Domestic and Family Violence, Migration Status and if someone is trying to fall pregnant.</p> <p>The LNP Government has paused the commencement of these changes indefinitely. The changes also created a Positive Duty of Care on employers. Meaning they have an obligation to prevent discrimination and harassment rather than the current system where action is only taken after someone has already been discriminated against.</p> <p>Do you think Queenslanders have the right to feel safe at work and that employers should be responsible for creating safe work environments?</p>



<p>I don't want people to know I signed a petition.</p>	<p>That's a fair concern — your privacy matters. It's not published publicly or shared for marketing. We only ever contact people with updates on the campaign. Contact details prove there are real people who have signed, not a collection of names. That's how we can show government that everyday people care about this issue.</p>
<p>I don't like being political.</p>	<p>That's understandable — but this isn't about politics, it's about fairness and safety at work. Petitions are one of the few ways everyday people can signal to government that this matters to us. It's a way of saying: we want workplaces where respect is the norm, not the exception.</p>
<p>Petitions do nothing.</p>	<p>That's not true. Petitions are important for putting pressure on the government by showing community support. If petitions didn't work, we wouldn't have had success on pushing for things like keeping 50c fares. Not only that, but petitions are also effective when combined with other tactics like media and directly contacting politicians.</p>
<p>More 'woke' minds changing the world.</p>	<p>I get where you're coming from — sometimes change feels like it's being pushed too fast. This isn't about being 'woke', it's about being fair. People just want to go to work, do their job, and be respected. These changes make that the norm, so workplaces are better for everyone, no matter their background.</p>
<p>If we keep increasing the discrimination & harassment laws I won't be able to say anything anymore.</p>	<p>It's not about stopping people from speaking; it's about stopping harm. Everyone can still share opinions, have banter, or disagree at work. This is about saying no to those who think it's okay to bully and harass people. The goal isn't censorship — it's balance, so workplaces are safe and respectful for all.</p>

<p>If you don't like the culture just leave.</p>	<p>Leaving isn't always an option — people need their jobs to support themselves and their families. When good workers leave because of a bad culture, businesses lose skills and experience. It's easier and more effective to improve the culture than constantly replace staff. Creating respectful workplaces benefits everyone, not just those who feel excluded.</p>
<p>Don't you think there are enough anti-discrimination laws already?</p>	<p>This isn't a new law, it's updating a law that relied on individuals making complaints after discrimination has happened. That puts the burden on the victim. The change we're pushing for means organisations would have a responsibility to prevent discrimination before it occurs, through education and setting expectations on behaviour, like how they already do for workplace health and safety.</p>
<p>Do people really get discriminated against that much?</p>	<p>It might not always be visible, but the data shows it's still happening. Reports like <i>Respect@Work</i> and <i>Building Belonging</i> found that discrimination and harassment remain widespread, especially for women, First Nations people, people with disability, and culturally diverse workers. Strengthening the law helps everyone have a fair chance at work.</p>
<p>The cost will be too much for Employers</p>	<p>I hear you — nobody wants unnecessary red tape or cost. The idea of a positive duty is about prevention, not paperwork. Instead of businesses constantly reacting to complaints and facing costly legal processes, this duty encourages them to put simple safeguards in place upfront. That usually means clearer policies, respectful training, and healthier workplaces — which reduces conflict and saves everyone time and money in the long run.</p>
<p>You can't stop discrimination & harassment.</p> <p>Why bother even the best laws can't change people?</p>	<p>You're right — laws alone can't change every attitude or belief overnight. What they can do is set clear standards for behaviour at work. Just like road rules don't make everyone a perfect driver, they do reduce accidents because people know the expectations and the consequences. Stronger discrimination laws create safer workplaces by encouraging respectful behaviour and giving people tools to address problems early. Over time, that helps shift culture too.</p>