

The current Workplace Gender and equality act is in breach of the sexual discrimination act (1984). To remedy this, it needs to include other genders and update its data collection to include those genders, not just Men and Women. Please expand the definition of gender in the Act to include: Transgender Women, Transgender Men, Non Binary people, Gender Fluid people, and Gender Diverse people, as well as any additional gender identities that arise during your research & consultation process.

Personally, I identify as genderless/agender & am frustrated there is no representation of people like me in the Act, as many workplaces create their own diversity & inclusion policies based on our national legislation & this leads to me & many thousands of other Australians being overlooked in HR policy &, in turn, advocacy & support.