**Willing to Work: National Inquiry into Employment Discrimination against Older Australians and Australians with Disability**

# Submission No 282

**Name** Withheld

**Submission made by**

[x]  Older Australian who would like to work

[x]  Australian with disability looking for work

# Submission regarding Older Australians / Australians with Disability / Both

### **Your experience**

**Have you (or the person you are submitting on behalf of) experienced employment discrimination?**

[x]  Yes

[ ]  No

[ ]  Not sure

**Did you take any action in relation to the employment discrimination you experienced?**

[x]  Yes

[ ]  No

**Please tell us more, for example, what action you took and how effective you felt it was; or why you chose not to take any action.**

In January 2010, while suffering debilitating symptoms at work, I asked my emplloyer to relocate me to an office away from emitting devices and/or allow me to work from home. This request was refused. As i was a single parent of two teenagers and unable to continue working, I was not in a position to fight this workplace discrimination. Since that time I have existed with greater financial hardship on the Disability Pension and some casual work, which i do from home.

**Did your experience of employment discrimination impact on your participation in the workforce? (For example, did you have to stop work, change jobs or take sick leave?)**

[x] Yes

[ ] No

**Please tell us more**

Since then i have been unable to return to full time work in my professional capacity as a Rehabilitation Consultant and Disability Assessor.

### **Barriers**

**Do you think older Australians/Australians with disability face barriers when they look for work or are in a job?**

[x] Yes

[ ] No

[ ] Not sure

**If yes, or not sure, what do you think these barriers might be?**

Widespread discrimination exists when I apply for jobs, as many positions now require the mandatory use of mobile devices, which are causative to my health collapse.

**Does employment discrimination have an impact on gaining and keeping employment for older Australians/Australians with disability?**

[x] Yes

[ ] No

[ ] Not sure

**Are there any practices, attitudes or laws which discourage or prevent equal participation in employment of older Australians/Australians with disability?**

[x] Yes

[ ] No

[ ] Not sure

**Please tell us more**

Illness from environmental radiation is not considered a disability in Australia. As a result workplaces proliferate high levels of EMR, making modern workplaces unsustainable for me.

**What are the incentives and disincentives for older Australians/Australians with disability to work?**

**Incentives:**

No

**Disincentives:**

Despite decades of professional qualifications and experience i have been unable to return to full time work and continue to suffer workplace discrimination when i apply for positions for which I am qualified.

### **Good practice**

**Are there examples of good practice and workplace policies in employing and retaining older Australians/ Australians with disability?**

[ ] Yes

[ ] No

[x] Not sure

**Please tell us of examples of good practice in employing and retaining older Australians/ Australians with disability in work that you are aware of.**

Not that i am aware of.

### **Solutions**

**What action should be taken to address employment discrimination against older Australians/Australians with disability?**

acknowledge EMR sensitivity as a disability
provide work-stations free of proximity to EMR emitting devices
penalize employers who apply discriminatory practices around this illness

**What should be done to enhance workforce participation of older Australians/Australians with disability?**

Act,

**What outcomes or recommendations would you like to see from this National Inquiry?**

Public awareness of the health impacts of envrironnmental radiation as recognized by may other countries. See links and videos included in my uploaded document.

thank you for you time and effort in reading and following through on this most important area of public health - for myself and generations to com