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

# Submission No 129

**Name** Withheld

**Submission made by**

[x]  Older Australian in 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.**

Bullying & harassment of male and female professional staff by line manager.

**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**

Constant belittling of persons in a group setting created an environment that caused a number of persons to not attend or be reluctant to attend group session in the morning.

### **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?**

**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?**

[ ] Yes

[ ] No

[x] Not sure

**Please tell us more**

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

**Incentives:** None that I know of.

**Disincentives:** Persons are not treated as equals.

### **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.**

### **Solutions**

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

More good journalism and reporting of the issues - fact and actual examples that people can relate to rather than complex legal arguments.

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

as above

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

More bipartisan discussion at a national level which is accurately reported in the media.