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

# Submission No 135

**Name** Withheld

**Submission made by**

[x]  Australian with disability 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.**

\* Internal **[redacted–my employer]** investigated regarding my claim of bullying and discrimination which they found to be true.
\* HR has asked me what I would like to happen, from the outcome of the investigation, I requested two managers to be sacked. I felt that they should not be there at all. HR told me that both managers would be given final warnings. I told HR that I didnt think that was a fair punishment when what they did to me was very serious. Both managers tried to force me to leave company bu signing a voluntary redundancy whihc they told me I had no choice but to sign and did not give me the option of having an Auslan interpreter with me in the meething which I feel they took advantage of the face that I am Deaf. HR did not acknowledge what I was saying to her. I felt helpless at this stage. I felt I did not have the power.
\* When I realized that HR was not going to do what I was asking. I then asked to be moved to a different department **[redacted]**. HR agreed/promised me that she would find me another permanent role in another department within 1 to 3 months.
\* It has now been 8 months and I am still without a permanent role and still working in the same department **[redacted]**.
\* I have continued to feel unhappy, distressed and depressed with all of the things that are still going on at work. I dont feel that there is any improvement in my situation if anything I feel worse about it.
\* I have been moved to 5 or 6 different desks and at times I was not even given a desk but doubled up at someone else desk. As I am Deaf the location of my desk has a large impact on my day to day work for me.
\* I found that was being put in desk which were out of the way which isolated me from the team. This has left me feeling like I am not a part of the team which made me feel distresses and unsettleed and distracted from my work.
\* I have tried very hard to move past all of this and improve my own personal well being.
\* I noticed when my WorkCover case was closed that things started to slow down and there did not seem to be any sense of urgency for them to resolve my issues.
\* I have stopped working just over a year now.

**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**

\* When HR agreed/promised me that she would find me another permanent role in another department within 1 to 3 months - This has not been resolved issues.

\* When my WorkCover case was open, I have the same desk since I returned to work from the incident.

\* When my WorkCover case was closed, I have been moved to 6 different desks and at times I was not even given a desk but doubled up at someone else desk. As I am Deaf the location of my desk has a large impact on my day to day work for me.

\* I have been exhausting my sick leave entitlements and annual leave entitlements.

### **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?**

\* I have applied 5 internal jobs and only received one job interview. A few days later, after job interview, said I did not get the job because I did not have experience in one task.
\* I asked if I could do work experience and show what I can do.
\* I have not heard from them again.

\* Lack of accepting and giving it a go

**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**

\* Increase EAF [Employment Assistance Fund] funding for Auslan interpreting
\* Increase Job Access funding for work placement, Deaf Awareness Training, equipment to access need
\* Opportunity to learn new skills

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

**Incentives:**

\* Independent
\* Self esteem
\* Opportunity to learn new skills
\* Socialist / meetings with coworkers/ managers
\* Excellent worker (Focus on working and not distract or talking)

**Disincentives:**

\* Managers/ coworkers thinks disability can't do the job

\* Lack of accessible equipment

\* Not giving a go

\* Not enough EAF funding to provide Auslan interpreting for workplace training, meetings,

\* Not enough workplace staffs aware of Deafness Awareness Training

### **Good practice**

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

[ ] Yes

[x] No

[ ] 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.**

\* I have never taken much of sick leave or annual leaves, I enjoy going to work as a second home before all this happened. Sometimes my other manager advises me to take leave as I have too many.

\* Very independent, control spend and save, balance life style

\* Disabilities can do it!

\* **[Redacted–employer’s name]** have workplace policies in every kitchen area yet I have been discriminated and bully at the workplace. Big posters, small posters, everywhere!

\* Managers and staffs need to train about discrimination, bully and Deaf Awareness Training if they have Deaf people working in the team.

### **Solutions**

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

\* Need to see how many percentages workplaces have with disabilities should be given incentives

\* Increase awareness training

\* Advise if happen to you, where can you go.

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

\* Education

\* Workplace training

\* Workshops

\* More accepting environment when apply for work

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

\* Make loud on these issues

\* Look at the experiences, studies certificate rather than if have or not disabilities.

\* Look at every disabilities experience.