

## Respect at Work and Other Matters Amendment Bill 2024

**Submission No:** 18  
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**Publication:** Making the submission and your name public  
**Attachments:** No attachment

### Submitter Comments:

As a former teacher and someone who is engaged in current research about the experiences of gender and sexuality diverse (GSD) teachers, I am deeply disappointed that the government did not follow through with what appeared to be support for introducing legislation to prevent discrimination against GSD teachers in faith-based schools. Research has shown that legislation and policy preventing such discrimination has positive impacts of teachers' wellbeing and their career progression. Without such legislation, the opposite is experienced. Further, several recent surveys have found that a significant percentage of people in religious communities reject the notion of being able to fire GSD teachers on the basis of their sex, gender identity or relationship status. In my own research, teachers in faith-based schools have felt they have had to hide their identity, sometimes going to significant lengths to do this. Research has shown this can have a significant impact on wellbeing. Unfortunately, I learned of this opportunity to make comment too late (with only a very short time frame given for responses to be submitted) to be able to provide the detailed submission I would like (including references to research etc) (see for instance a submission made by myself and colleagues in relation to the federal ALRC consultation. <https://www.alrc.gov.au/wp-content/uploa>). However, I hope you will accept these comments in the spirit in which they were given.