

Industrial Relations and Other Legislation Amendment Bill 2022

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From: Nick Collyer [REDACTED]
Sent: Monday, 11 July 2022 4:34 PM
To: Education, Employment and Training Committee
Subject: Submission

Categories: Submission

Dear Committee,
Please accept our submission to the review.
Yours sincerely,
Dr Nick Collyer
Director
Queensland Coalition for Sex-based Rights

Queensland Coalition for Sex-based Rights

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Submission on the Review of Qld Industrial Relations and Other Legislation Amendment Bill

The Queensland Coalition for Sex-based Rights is a community-based organisation advocating for truth in language and law, and for women and girls' sex-based rights. We oppose the medicalisation of gender nonconforming children. We reject anyone's self-identification into a sex or gender other than their own, because we believe this creates potential and actual risks to women and children. Similarly, we support the use of plain and unambiguous sex-based language, particularly in law and legislation.

We oppose the erasure of accurate descriptive terms like "women" and "girls". What cannot be defined cannot be protected or defended. A human female is someone who does, did or would, but for disorder, produce large gametes. Regardless of social media obfuscation, the science behind this definition remains unchallenged and unchanged.

1. Clauses 10 and 11 reinforce the erasure of women and women's rights in policy and law.

- Clause 10 deletes ‘maternity’ and inserts ‘birth related’. Maternity finds its root in the Latin for mother. Only women give birth. ‘Maternity leave’ is replaced with ‘long birth leave.’ These proposals are neither accurate nor progressive.
- Clause 11 replaces ‘she’ with ‘the employee’ in regard to maternity leave. Again, the proposal will contribute to the erasure of women in policy and law.

Proposals such as these are the beginning of the end of “women” as a protected class at law. If implemented, the proposed changes would be part of a systematic erasure of women and a mandate for anyone to self-identify into women’s protected spaces.

Dr Nick Collyer

