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

# Submission No 228

**Name** Withheld

**Submission made by**

Other  
 Please describe: Past disabled Australian

# Organisation or Government Agency Submission

### **About you**

**What is your role within your organisation?**

Owner

Manager

Human Resources Manager

Other

**If other, please tell us your role within your organisation**

**What is your experience of providing work/services/advocacy for older Australians/Australians with disability?**

**Do you have any case studies of the experience of older Australians/Australians with disability working or looking for work?**

**What are the impacts of employment discrimination on older Australians/Australians with disability working or looking for work?**

### **Barriers**

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

Yes

No

Not sure

**Please tell us more**

**Is employment discrimination a barrier (please tick all that are relevant):**

While working in a job

While looking for work

While dealing with recruitment companies

**Please tell us more**

**What impact does employment discrimination have on older Australians/Australians with disability gaining and keeping employment?**

People with an Inquired Brain injuries, even when the Doctors says they are healthy and already worked in the Bachelor of teaching job for 10 years

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

Yes

No

Not sure

**Please tell us more**

underlying laws give takes the side of hte person with most power. The ADB needs to tell people they need to get a 3rd party to get the complaint to win. They need to put us back in the workplace. Not give us money llike they do now..

**What are the incentives and disincentives in employing older Australians/Australians with disability?**

**Incentives**

Get less people off disability person tax payers happy. Older/disabled people appreciate work more and don't take it for granted.

**Disincentives**

none

### **Good practice**

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

Yes

No

Not sure

**Please let us know about practices you are aware of.**

They will with some part time work. But they and society needs full time workers

### **Solutions**

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

The older/sisable needs a neutral assessment of the job. But people who are neutral are not. They take the side of the person with most power. The employers needs bad consequences to happen to them if they discriminate, so they will stop it. No one wants to be a 3rd party as the employer will do bad things to them as well. So discriminated and 3rd party people need to be protected.

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

Protection for Past/ disabled people to be assessed neutrally. Disabled people/past needs priority to be selected or tested for the assessment.

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

The law changed the underlying wrong law changed particularly for Anti Discrimination Board. The government needs to appoint a neutral 3rd party for people at risk for discrimination That is not afraid of the employer. Attutufes need to change. There has to be advertising about ability driven disabled and past disabled doing university qualified jobs they are qualified to do. People who are approved to teach in their career workplace should be allowed to work not ignored. Employers need to get in trouble if they discriminate.