

# Industrial Relations Act Amendments 2022

Submissions regarding Industrial Relations  
Amendment Bill February 2022

**25 February 2022**



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## Who we are

The Australian Lawyers Alliance (ALA) is a national association of lawyers, academics and other professionals dedicated to protecting and promoting justice, freedom and the rights of the individual.

We estimate that our 1,500 members represent up to 200,000 people each year in Australia. We promote access to justice and equality before the law for all individuals regardless of their wealth, position, gender, age, race or religious belief.

The ALA is represented in every state and territory in Australia. More information about us is available on our website.<sup>1</sup>

The ALA office is located on the land of the Gadigal of the Eora Nation.

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<sup>1</sup>[www.lawyersalliance.com.au](http://www.lawyersalliance.com.au).

## Introduction

The ALA welcomes the opportunity to provide this submission to the Office of Industrial Relations in relation to the *Industrial Relations Act Amendment Bill* February 2022

## Our submission

### Part 2 Preventing and eliminating sexual and sex-based harassment

We note from the briefing that the Office of Industrial Relations (**OIR**) is aware that the *Anti-Discrimination Act 1991 (ADA)* is currently being reviewed, including the provisions relating to sexual harassment. In relation to proposed section 9B, we note that a similar section is being contemplated for the ADA. That review's report is due on 30 June and we appreciate it might be some time before legislation to amend the act is introduced. However, at that time, it might be prudent to amend this provision in the *Industrial Relations Act 2016 (IR Act)* to ensure consistency and better protection to prevent sex and gender based harassment.

We also note from the briefing that provisions such as proposed section 9B are to be re-drafted to ensure better consistency with similar provisions in other legislation, which Queensland would support. Sex and gender based harassment should also be explicitly prohibited.

## Conclusion

The Australian Lawyers Alliance (ALA) welcomes the opportunity to provide this submission to the regarding the *Industrial Relations Act Amendment Bill* February 2022. The ALA is available to provide further assistance on the issues raised in this submission, should you consider that to be useful we welcome the opportunity to discuss further at your convenience.



**Sarah Grace**  
**Queensland President**  
**Australian Lawyers Alliance**