

**Submission  
No 157**

**ANTI-DISCRIMINATION AMENDMENT (RELIGIOUS FREEDOMS AND  
EQUALITY) BILL 2020**

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## **Support for religious freedom**

To whom it may concern,

Religious freedom is a basic human right. It is and always has been a cherished part of our Australian way of life.

It should be unlawful for an employer to discriminate against a person on the ground of religious beliefs or religious activities.

This bill would ensure that an employer or professional accreditation body could not fire or take other disciplinary action against an employee for a religious belief expressed on social media when it had nothing to do with the company for which they worked.

Without the provisions in this bill, some employers might say they are compelled to punish an employee who advocates for their religious views even if it is away from the workplace because they feel financial pressure from third-party sponsors. This was a situation that was said to arise in the Folau matter.

This Bill is welcome because it would prevent another case like Israel Folau's from not having recourse under state based anti-discrimination law.

Workers should be able to freely express their religious views away from the workplace without fear.

There are many other cases of people being discriminated against in employment because of expressing their religious views outside work but they have not had the same coverage received by Folau.

I call on the parliament to pass the bill to ensure religious freedom is protected.

Yours faithfully,  
Skye Carle