

**INQUIRY INTO GAY AND TRANSGENDER HATE CRIMES  
BETWEEN 1970 AND 2010**

**Organisation:** NSW Gay and Lesbian Rights Lobby

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## **Gay and Lesbian Rights Lobby**

**LEGISLATIVE COUNCIL  
STANDING COMMITTEE ON SOCIAL ISSUES  
Inquiry into Gay and Transgender hate crimes between  
1970 and 2010**

**November 7, 2018**



# Gay and Lesbian Rights Lobby

## Table of Contents

No table of contents entries found.

### ABOUT THE GAY & LESBIAN RIGHTS LOBBY

The NSW Gay and Lesbian Rights Lobby (“GLRL”) welcomes the opportunity to comment as part of the NSW Legislative Council Standing Committee on Social Issues’s Inquiry into Gay and Transgender Hate Crimes Between 1970 and 2010. The GLRL has a proud history of advocating on behalf of gay men, lesbians and their families. Indeed, this year the GLRL celebrates its 30th year of being an advocate for our community. In those 30 years, the GLRL has established strong ties to the community, consulting with our members and hearing their stories, many of them describing incidents of violence, discrimination and hatred. In the past 30 years, the GLRL has been comprised of volunteers who have



## Gay and Lesbian Rights Lobby

lived these experiences too. We draw on our history of bearing witness to those stories in making this submission.

For 30 years the GLRL has been the leading organisation for lesbian and gay rights in NSW. Established in 1988, our mission is to achieve substantive legislative and social equality for lesbians, gay men and their families. We work closely with bisexual, transgender and intersex organisations, and all Members of Parliament to advance the rights of our communities in NSW.

The GLRL has a strong history in legislative reform. In NSW, we led the process for the recognition of same-sex de facto relationships, which resulted in the passage of the Property (Relationships) Legislation Amendment Act 1999 (NSW) and subsequent amendments. The GLRL contributed significantly to reforms introducing an equal age of consent in NSW for gay men in 2003 and the equal recognition of same-sex partners in federal law in 2008.

The rights and recognition of children raised by lesbians and gay men have also been a strong focus in our work for over ten years. In 2002, we launched Meet the Parents, a review of social research on same-sex families. From 2001 to 2003, we conducted a comprehensive consultation with lesbian and gay parents that led to the reform recommendations outlined in our 2003 report and Then ...The Brides Changed Nappies. The major recommendations from our report were endorsed by the NSW Law Reform Commission's report, Relationships (No. 113), and were enacted into law under the Miscellaneous Acts Amendment (Same Sex Relationships) Act 2008 (NSW).

In 2010, we successfully lobbied for amendments to remove discrimination against same-sex couples in the Adoption Act 2000 (NSW), and in 2013 we were instrumental in lobbying to secure the passage of anti-discrimination protections for LGBTI Australians, through amendments to the Sex Discrimination Act (1984). We also campaigned successfully for the removal of the "homosexual advance" defence from the Crimes Act 1900 (NSW) and the extinguishment of historical homosexual sex convictions, both in 2014.

Respectively, we formed part of the National Round Table of organisations that campaigned successfully for changes to the Marriage Act 1961 and for the introduction of the Marriage Amendment (Definition and Religious Freedoms) Act 2017.

In 2018 we successfully lobbied for amendments to proposed consequential amendments to the Status of Children Act 1996 and provisions relating to registering a change of sex within the Births, Deaths and Marriages Registration Act 1995 in response to the 2017 changes to the Marriage Act 1961. Alongside this we were also able to assure and replace the current protected attribute of homosexual with 'sexual orientation' to now be inclusive of bisexual people, mending the protected attribute of transgender to the more inclusive term 'gender identity' and introducing the new protected attribute of 'intersex status' to bring vilification laws up to par with Commonwealth anti-discrimination protections and sexual orientation, gender identity and intersex (SOGII) definitions.

Today, we turn our attention to lobbying for changes to the criminal justice system.

This submission can be made public and we would be pleased to make ourselves available to you at any stage to discuss the matters therein. Such a discussion and dialogue is, in our view, critical.

### INTRODUCTION



# Gay and Lesbian Rights Lobby

Our submission follows a careful and considered process. We have:

- consulted with members of our community;
- collected data and personal stories of hate crimes through an anonymous survey;
- drawn on our personal experiences; and
- carefully read and drawn on reports and findings produced by various relevant bodies, particularly the NSW Police Force's final report of Strike Force Parrabell, as well as the academic review conducted by Flinders University.

While the GLRL appreciates and recognises the goodwill behind the Committee's commitment to this Inquiry, the terms of reference are inadequate in a number of ways detailed in this submission. Where this submission deviates from the Terms of Reference, specifically (a) and (b), the Committee should receive those comments or stories under the catchall term, (c).

## Terms of Reference

- (a) the violent crimes committed in New South Wales between 1970 and 2010 where the victim of that crime was a member of the LGBTIQ community and where the relevant crime was the subject of a report to the NSW Police Force, including:
  - (i) whether there existed **impediments within the criminal justice system** that impacted the protection of LGBTIQ people in New South Wales and the delivery of justice to victims of LGBTIQ hate crimes and their families, with reference to case studies of particular matters including but not limited to Alan Rosendale, **Scott Johnson**, John Russell and Ross Warren,
  - (ii) to the extent that past impediments are identified, **how effectively these have been addressed by current policy and practice**,
- (b) in relation to LGBTIQ hate crimes more generally:
  - (i) **what role the so-called 'Gay panic' defence played** in the culture of LGBTIQ hate crimes between 1970 and 2010,
  - (ii) how the so-called **'Gay panic' defence impacted the delivery of justice** and the treatment of Gay men during LGBTIQ hate crime investigations and court proceedings, and
- (c) any other related matter.

## PART A: IMPEDIMENTS TO PROTECTION AND DELIVERY OF JUSTICE

### 1. THE NSW POLICE FORCE

That there was elevated, extreme and brutal violence inflicted on LGBTIQ people, particularly gay men, between 1970 and 2000 is beyond question; as much is noted in the Final Report of Strike Force Parrabell. That report goes on to note that there were limitations to the Strike Force's work, including that it could not consider some of the incidents recorded by the GLRL and ACON, as "[u]nfortunately, fear associated with antigay attitudes of officers within the NSW Police Force at the time prevented these



## Gay and Lesbian Rights Lobby

reports being formally recorded, which in turn meant that crimes were not investigated".<sup>1</sup>

Additionally, many members of our community have told us that they did, in fact, report incidents to the police at some point, but were turned away without a formal report recorded. For example, this account from a gay male who did not give his age:

*"My neighbour[...] threatens me on a daily basis cause I'm gay. When I contact police for help they don't do anything except they told me to suck it up. I live in fear every day."*<sup>2</sup>

Further, a respondent to our anonymous online survey advised that she had been:

*"Assaulted by female partner. Police and military laughed it off as female to female not considered as assault."*

In some instances, our members report that the bias crime was committed by police officers themselves:

*"It happened late 80s early 90s when it was time to be a Transgender Person in NSW. Police kicked me to the ground and punched and kicked me numerous times. Assaulted by police police officers on way to Central Police station in the city and was flogged by a group of officers in a cell, which was done [with] battons and stuff in such a way that no marks [sic] were able to be seen."*

It is axiomatic that a report was not made to the NSW Police Force in these circumstances.

The GLRL does not consider the terms of reference of this Inquiry to limit consideration of these incidents either because a report was not made or a report was not recorded by NSW Police Force. **By its own admission, the NSW Police Force has acted as an impediment within the criminal justice system reducing the extent of protection and justice for the LGBTIQ people.** A formal apology is overdue to victims and families.

The Final Report of Strike Force Parrabell acknowledges this problem in part, but it seeks to resign these attitudes to the past, as if the issue is not alive.<sup>3</sup> While the GLRL acknowledges the NSW Police Force's ownership of some past failings, we do not consider the issue to be resolved.

After years of goodwill in the construction, funding and work of Strike Force Parrabell, the final release of the Final Report was deeply disheartening. The NSW Police Force spent pages and pages of the report attempting to frame these violent murders as 'a part of the times'. To take one small example, the report opens with the following statement:

*"There was a time when a man beating his wife and children was regarded as a father's duty, homosexuality, in the sense of same sexual attraction, was a hanging offence, and waterboarding was approved, in fact, invented by the Catholic Church. Through the middle of the nineteenth century, the United States of America and other nations condoned plantation*

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<sup>1</sup> NSW Police Force, (2018) *Strike Force Parrabell: Final Report*, p 14-15.

<sup>2</sup> Horner, J, (2013) *In their own words: Lesbian, gay, bisexual, trans\* and intersex Australians speak about discrimination*. Sydney: NSW Gay and Lesbian Rights Lobby, p 22.

<sup>3</sup> See e.g. NSW Police Force, (2018) *Strike Force Parrabell: Final Report*, p 14.



## Gay and Lesbian Rights Lobby

slavery."<sup>4</sup>

The report continues, "Thirty to forty years ago the NSW Police Force was a vastly different organisation, as were many others at that time. [...]Homosexual activity was contrary to NSW legislation until 1984 however police culture and societal values took far longer to change."<sup>5</sup>

Murder has always been a crime in NSW.

Assault has always been a crime in NSW.

There has never been a defence of social prejudice, or criminality of the victim, for any crime in NSW.

And the protection the public, including its most vulnerable and its pariahs, has always been the responsibility of the NSW Police Force.

The attempt to link social attitudes of the past to systemic failings of the NSW Police Force in the opening statement of a long-anticipated report into hate crimes was more than just tone-deaf. **Far from inspiring confidence and trust in our community, it reinforced feelings of hurt, misunderstanding and distrust. It shows just how far is left to go for the NSW Police Force in 2018.** Those consequences are only magnified when one considers the author of the report, Assistant Commissioner Tony Crandell APM, who should reasonably be considered the most enlightened member of the NSW Police Force in terms of the issues facing, and expectations of, NSW's LGBTIQ population.

We also believe there is mounting evidence NSW Police has failed to properly address its internal culture relating to LGBTI people and crimes affecting them. In the past year we've seen shocking revelations about an alleged culture of institutional homophobia within NSW Police, including bullying of employees at Newtown Local Area Command, and a failure to take cases of domestic violence seriously when reported by LGBTI people. Unfortunately this goes to the highest levels of NSW Police, with the current Police Commissioner reportedly refusing to investigate the allegations of homophobic bullying made by several police officers from the Newtown LAC.

Further, it should be remembered how some of these investigations or reinvestigations were catalysed. The third inquest into the death of Scott Johnson and the associated Strike Force Macnamir were commenced only after the extensive lobbying and privately-funded investigations conducted by Scott's family for years. Strikeforces Taradale and Parrabell were commenced following extensive public pressure and criticism, including the work of journalists like Rick Feneley and depictions of suspected hate crimes in popular culture.<sup>6</sup> Likewise, the allegations of homophobic bullying at the Newtown LAC are only being heard by way of civil proceedings in the NSW Civil and Administrative Tribunal. If it wasn't for the bravery of these individuals and the work of Dowson Turco Lawyers, NSW Police would still be turning a blind eye to homophobia within its ranks.

The Final Report also ducked any obligation the NSW Police Force had to assess the role of police bias in the often woeful response to these crimes due to widespread social prejudice against LGBTI people.

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<sup>4</sup> NSW Police Force, (2018) *Strike Force Parrabell: Final Report*, p 11.

<sup>5</sup> NSW Police Force, (2018) *Strike Force Parrabell: Final Report*, p 13.

<sup>6</sup> NSW Police Force, (2018) *Strike Force Parrabell: Final Report*, p 55.



## Gay and Lesbian Rights Lobby

Recommendation 6 of the Final Report determined that the task was difficult and almost impossible.<sup>7</sup> No attempt was made to engage in a qualitative analysis with family members, witnesses or other individuals involved in the crimes in order to try to examine the extent to which police bias was perceived or experienced. While the GLRL accepts that such an examination may not have the same academic rigor as the Flinders University analysis, it was very much an easy, accessible and helpful avenue to pursue.

To take but one example, one of the most notorious cases examined by Strike Force Parrabell was the death of Scott Johnson. Scott's family, partner, and partner's family were involved in the initial police investigation, and first, second and third inquest. This is an investigation in which key information missed, and State Coroner Barnes acknowledged that concerns over the initial investigation were justifiable.<sup>8</sup> Further, following the re-investigation of Scott's death, the leading investigator, DCI Young, made public comments on national television disparaging of Scott's family. DCI Young was subject to complaints of having pre-emptively forming a view of the matter and closing her mind to other case theories. That the experiences of Scott's family, or witnesses involved in the investigation of his death, with police officers in terms of the perception of bias were not sought is striking and difficult to reconcile with a commitment to truly examining the failings of the NSW Police Force in investigating bias crime.

**The trust to which our community can place in the NSW Police Force will continue to suffer as long as the Force continues to fail to come to grips with its culture of homophobia.**

We want to see ongoing education modules relating to LGBTI people as a standard of employment for every employee of NSW Police Force, from the Commissioner down. It is no longer good enough to have a handful of 'trained' GLLOs. Indeed, as much has been recommended in the Final Report of Strike Force Parrabell at Recommendations 4 and 8.<sup>9</sup>

Further, it is of the utmost importance that a review of the effectiveness and appropriateness of the Law Enforcement Conduct Commission ("LECC") be evaluated in order to provide better regulation and independent oversight of the NSWPF going forward.

An individual living in any corner of this state should be able to deal with any NSW Police Officer or any other public service employee with confidence, knowing they will be treated equally and respectfully. Until that becomes a reality, NSW Police have not done enough to earn the community's confidence and NSW Parliament, sadly, must act to make it a reality for LGBTI people.

## 2. ACCESS TO JUSTICE

It is well-accepted that LGBTIQ people are more likely to face discrimination, vilification, and violence. It is also established that LGTIQ people are unlikely to pursue avenues of redress.

Research conducted in 2013 suggests that while 47% of LGBTIQ people reported experiencing discrimination across various aspects of life, only around 23% reported taking action in response, and, in particular, only 13.3% of bisexual respondents reported pursuing redress.<sup>10</sup>

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<sup>7</sup> NSW Police Force, (2018) *Strike Force Parrabell: Final Report*, p 40.

<sup>8</sup> *Inquest into the death of Scott Johnson* (Coroner's Court, 30 November 2017), p 50, [280].

<sup>9</sup> NSW Police Force, (2018) *Strike Force Parrabell: Final Report*, p 40.

<sup>10</sup> Horner, J, (2013) *In their own words: Lesbian, gay, bisexual, trans\* and intersex Australians speak about*





## Gay and Lesbian Rights Lobby

Acts of discrimination - violent or non-violent - act to disempower victims, particularly when victims have previous experiences with institutions disbelieving them or failing to act on their complaints. This is a common experience for many LGBTIQ people. For example a 42 year-old bisexual female commented, "you just get ignored", whilst another respondents highlighted how institutional attitudes of tacit support prevented taking any action: "Because there wasn't anything I could do to change their rules."<sup>11</sup> A respondent to our anonymous online survey described this event:

*"When I was in year 6 I was surrounded by a bunch of boys on the playground, called slurs such as homo & poof in the private Christian school I attended. The boys then pushed me to the ground, took turns to kick me and told me around then through a soccer ball at me. They left and my friends reported it to the teachers. My schools reaction to this was banning me from sitting with my group of friends who were all female and I had to sit with the boys who beat me up. No support was given to me, I was the victim, and I was the one who was punished. In the end, my school ended up outing me to dad. It was one of the most humiliating things in my life and no young person should ever have to be exposed to that and be made to feel as they were the guilty party."*

Moreover, the effect is not limited only to those who are the direct recipients of discrimination; perceptions of discrimination are just as important. A 16 year-old indigenous bisexual male commented "I didn't [take action] because it was never directed directly at me but it still affected me greatly especially with my self worth and self esteem."

In terms of reporting gay hate crimes, many of the factors producing this unwillingness to take action are outlined above in our discussion of the NSW Police Force, and the above data merely strengthens our call for a stronger LECC.

However, the GLRL submits that this Inquiry should consider the broader implications of gay hate crimes and the context in which they occur.<sup>12</sup> A culture in which victims are not empowered to seek redress for acts of discrimination creates a sense of a 'social license' enabling perpetrators to continue to act on their prejudices and emboldens them to escalate these acts. A similar analysis was adopted by the NSW Police Force in the Final Report of Strike Force Parrabell.<sup>13</sup>

It follows that to prevent a culture that empowers gay hate crimes, and instead cultivate a culture of empowerment for LGBTIQ people, avenues for redress must exist, be well-known, and trustworthy, and tacit approval of discrimination by state institutions must not be allowed to exist.

For these reasons, services which assist disempowered LGBTIQ people to access redress must be strengthened. In 2014, the Productivity Commission recommended that the community legal sector have its funding increased by \$200 million. For example, the Inner-City Legal Centre, which provides free

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*discrimination*. Sydney: NSW Gay and Lesbian Rights Lobby, p 24.

<sup>11</sup> Horner, J, (2013) *In their own words: Lesbian, gay, bisexual, trans\* and intersex Australians speak about discrimination*. Sydney: NSW Gay and Lesbian Rights Lobby, p 25.

<sup>12</sup> As much is permissible under Term of Reference (c).

<sup>13</sup> See e.g. NSW Police Force, (2018) *Strike Force Parrabell: Final Report*, p 14.

14. R vs Green (1997)191 CLR 334

15. R v Green (2008) NSWSC 1208



## Gay and Lesbian Rights Lobby

legal services to LGBTIQ people, is reliant on funding from the Federal and State governments. Similarly, the Legal Aid Commission of NSW hold an integral role in ensuring justice for marginalised LGBTIQ people attempting to navigate the legal system in relation to discrimination.

Finally, the tacit approval of discrimination must be avoided. Anti-discrimination laws, and their exemptions, have been the subject of wide-spread consideration in recent week. The swift public backlash to exemptions which permit discrimination by religious schools against LGBTIQ people are heartening. However, as yet, the GLRL eagerly awaits the removal of these exemptions. The research and lived experiences described above demonstrate how discrimination permitted by laws such as the *Anti-Discrimination Act 1977* (NSW) contribute to a culture which sees hate crimes committed against LGBTIQ people. The interests of religious institutions, when those institutions are publically-funded and the act of discrimination is not required nor endorsed by that faith, are not sufficient justification.

### **PART B: PROVOCATION AND THE SO-CALLED 'GAY PANIC' DEFENCE**

In the 90's the use of the Homosexual Advance defence strategy in the NSW case of *Green v The Queen* reached all the way to the most senior judges in the Australia. A majority ruling by the Australian High Court favorably viewed the accused killer's appeal against a murder conviction and paved the way for his eventual securing of a much lighter sentence for manslaughter.

The *Green* case was subject to much criticism because the court allowed claims of a homosexual advance to substantiate a claim of provocation. In reaching this decision the majority of these judges did not take the opportunity to rule that no ordinary person could be provoked to kill by a non-violent sexual pass. In fact, several comments were made which suggested that such extreme violence may often be expected.

The High Court result in *Green* mobilised gay and lesbian lobbyists nationwide. It spurred an official Attorney-General's Working Party Inquiry in NSW which in 1998 recommended that a non-violent sexual advance should be barred from forming the basis of a provocation defence. Nothing came of those recommendations.

It took 16 years before this would change and it took the murder of a heterosexual woman to spur action.

The inquiry into the state's provocation laws commenced again after 24-year-old Sydney man Chamjot Singh was found guilty in 2012 of manslaughter rather than murder over his Indian-born wife's death in 2009. Singh had successfully argued during his trial that cultural factors and his belief that his wife was cheating on him had forced him into a "triangle of desperation".

A select committee was established by the Attorney Generals Department to inquire into provocation in NSW, in which NSWGLRL provided a submission for.

When a draft of the Crimes Amendment (Provocation) Bill 2013 was released, Premier Barry O'Farrell said defendants would have to prove "extreme provocation" in order to be entitled to use the partial defence. The amendment to the Crimes Act followed years of campaigning and a recommendation by the Legislative Council Select Committee in 2013 that provisions allowing for the use of the gay panic defence be removed. The bill was introduced by Christian Democrats upper house MP Fred Nile, who



## Gay and Lesbian Rights Lobby

also led the committee.

We observe, social and political connections between LGBTIQ communities and policing are so infrequently considered central to LGBTIQ politics, which is all the more striking when one considers that, in one form or another, strains of LGBTIQ political work has always addressed police violence. There is, in significant respects, nothing new about making police violence central to a queer agenda—indeed it is perhaps only relatively recently that police violence has been seen as anything other than one of the most flagrantly apparent manifestations of LGBTI oppression in NSW.

While the abolition of s23 of the Crimes Act 1900 (NSW) in its entirety has resolved the issue of the 'Homosexual Advance Defence' the impact of such a change on a substantive social level has not removed the ongoing and direct impact of verbal and textual hatred. Studies have demonstrated that hate crime victimisation has harmful effects for individuals. Victims of hate crimes report anger, nervousness, feeling unsafe, poor concentration and loss of self confidence.

The Streetwatch Report (GLRL) (Cox 1990); The Off Our Backs Report (AVP) (Schembri 1992); The Count & Counter Report (C&C) 2 (AVP) (Cox 1994); as well as two state bureau reports from the New South Wales Police Service, Out of the Blue (Sandroussi and Thompson 1995) and 'You shouldn't have to hide to be safe' ('You shouldn't...hide') (NSW Attorney General's Department - Crime Prevention Division 2003) were merely the beginnings of research into biased based crimes in NSW.

Acts of violence and harassment against members of this community was not a new discovery, though the application of the term hate crime assisted activist to build and govern through 'community' by arguing that this type of crime was different to that experienced by the 'general' community.

Furthermore, such violence was used as a means to claim the right to be protected from crime. Reports on harassment and violence against members of lesbians and gay men were produced in New South Wales by combining various key results from activist and state bureau surveys into a single data set. However, this research has not enabled the resolution of unsolved murders and hate crimes.

An initial task in formulating a response to violence against gay men and lesbians by the GLRL was to measure and calculate the extent of the problem. Such violence against gay men had been reported sporadically in the pages of Sydney's leading gay newspaper, The Star, from its inception in 1979. A report on discrimination and homosexuality gather limited data on the issue (NSW Anti-Discrimination Board 1982). Attempts by NSW police to gather data on violence in the mid to late 1980s proved useful as an initial step in getting 'the community' to report incidents, but the long mistrust between police and gay men was seen as a factor that led to underreporting and there were very few notifications from lesbians.

The Lobby established Streetwatch (a phone-in survey) for members of the gay and lesbian community to report incidents of violence, partly to overcome victim reticence to report to police and to extend the Lobby's claim to represent 'the community' to government. One of the recommendations of The Streetwatch Report was the formation of a specialised group to address issues related to violence, known as the Lesbian and Gay Anti-Violence Project (AVP).

Government assistance mirrored responses to HIV/AIDS by funding a community-based group to address the needs of its constituency and to work with other state bureau. A further parallel with the HIV/AIDS model of community group representation was that the AVP was initially funded through the



## Gay and Lesbian Rights Lobby

GLRL by the New South Wales Health Department. The AVP was founded in inner-Sydney in June 1991. Its aims were to increase the response of the local gay and lesbian community to counter 'homophobic and anti-lesbian violence' and to identify the nature, cause and extent of such violence (Asquith and Grant 1995).

### RECOMMENDATIONS

**Recommendation:** Amend the Anti-Discrimination Act 1977 as follows:

- Include Sexual Orientation and Gender Identity as a protected attribute to allow for the inclusion of bisexual people and non-binary people;
- Introduce a stand-alone protected attribute of 'sex characteristics';
- Harmonise the Anti-Discrimination Act 1977 and framework to be consistent with the NSW Anti-Vilification framework;
- Repeal sections 56(c) and (d) which currently allow religious organisations as service providers, including in aged care, schools, hospitals, domestic violence and homelessness services, to refuse service on the basis of sexual orientation and gender identity;
- Repeal section 59A, which currently allows faith-based adoption agencies to refuse service on the basis of sexual orientation and gender identity

**Recommendation:** The establishment of third-party reporting procedures to encourage greater reporting of hate conduct to better evaluate the extent and nature of hate conduct.

**Recommendation:** Collect data on LGBTI vilification and offensive or humiliating conduct motivated by hatred or prejudice on the basis of sexual orientation, gender identity or sex characteristics.

**Recommendation:** Review incidents of LGBTI vilification online and in the media.

**Recommendation:** Build the capacity of community organisations to implement third-party processes for reporting LGBTI hate crime and conduct in the Australian community.

**Recommendation:** That a transparent, representative civilian-led police complaints and investigatory body with the appropriate resources, capabilities and knowledge be established. That this body is institutionally, culturally and politically independent from the NSW Police Force, and that the findings and recommendations of this body be published and implemented unless clear-reasons can be provided for non-implementation. Further the body should have the power to periodically examine the treatment of persons in places of interview and detention and be able to lay charges where necessary.

**Recommendation:** That adequate police training occurs at every level. That the level of police training on LGBTIQ cultural competency provided at the Police Academy be sizeably increased. This should be accompanied by a program of ongoing training beyond the Academy for all current police officers, with an immediate focus being given to those who have not received any previous training at the Academy. This training should further recognise the importance of equal and fair treatment for all people in NSW and embark on a program of unconscious bias awareness and management education for all officers interfacing with the NSW public.

**Recommendation:** That the GLLO program is maintained and expanded as an essential program to foster



## Gay and Lesbian Rights Lobby

positive relationships between NSW Police Force and LGBTIQ communities, and that an audit be undertaken to ensure that training, professional development and capacity building activities appropriately meet the goals of the program.

In line with the recommendations outlined in our submission, special needs groups such as victims of bias based or hate crimes may be identified and seek positive discrimination measures to overcome past disadvantage.

Any 'special measures' included in the Inquiries recommendations should be considered in light of, including the need to consult with affected communities.

We believe that implementation of these recommendations will result in a significant restoration of the relationship between the LGBTIQ community and the NSW Police Force.

Any questions are welcome and can be directed to Lauren Foy and James Bolster, Co-convenors of NSWGLRL,

Kind regards,

Lauren Foy and James Bolster  
Co-convenors, NSW Gay and Lesbian Rights Lobby

### REFERENCES

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## Gay and Lesbian Rights Lobby

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New South Wales Police Service, Out of the Blue (Sandroussi and Thompson 1995)

'You shouldn't have to hide to be safe' ('You shouldn't...hide') (NSW Attorney General's Department - Crime Prevention Division 2003)