

# LAWS 3004 ANTI-DISCRIMINATION LAW

**Credit Points** 10

**Legacy Code** 200654

**Coordinator** Luke Maroney ([https://directory.westernsydney.edu.au/search/name/Luke Maroney/](https://directory.westernsydney.edu.au/search/name/Luke%20Maroney/))

**Description** This subject provides students with a practical understanding of Australian anti-discrimination and equality law, including relevant state and federal legislation, and significant cases. It encourages the development of critical perspectives on the operation and effectiveness of existing regulatory responses to discrimination. Starting with a conceptual and historical overview, this subject considers the key grounds/attributes, types of conduct, and activities (areas of public life) that are protected under current Australian anti-discrimination law. Relevant defences, exceptions and exemptions are also considered, along with procedural requirements for bringing a discrimination complaint, remedies and costs.

**School** Law

**Discipline** Business and Commercial Law

**Student Contribution Band** HECS Band 4 10cp

Check your HECS Band contribution amount via the Fees ([https://www.westernsydney.edu.au/currentstudents/current\\_students/fees/](https://www.westernsydney.edu.au/currentstudents/current_students/fees/)) page.

**Level** Undergraduate Level 3 subject

**Pre-requisite(s)** LAWS 2008

## Learning Outcomes

On successful completion of this subject, students should be able to:

1. Identify and analyse legislation and case law relevant to discrimination law and practice.
2. Apply law to factual scenarios to provide advice about strengths and weaknesses of actions and defences, likely outcomes of litigation and the merits of litigating.
3. Communicate effectively, displaying clear and logical structure.
4. Ethically and accurately reference legal information from a range of primary and secondary sources using the Australian Guide to Legal Citation.
5. Construct arguments by reference to appropriate evidence, authority and alternative perspectives.

## Subject Content

1. Introduction
2. Historical Context
3. Definition of Discrimination
4. Grounds or Attributes
5. Areas of Unlawful Discriminatory Activity
6. General Exemptions
7. Harassment
8. Incitement
9. Racial, Homosexual and HIV or AIDS Vilification
10. Victimisation

11. Advertisements

12. Machinery, Procedure and Remedies

## Assessment

The following table summarises the standard assessment tasks for this subject. Please note this is a guide only. Assessment tasks are regularly updated, where there is a difference your Learning Guide takes precedence.

| Type              | Length     | Percent | Threshold | Individual/Group Task |
|-------------------|------------|---------|-----------|-----------------------|
| Professional Task | 1500 words | 40      | N         | Individual            |
| Quiz              | 30 minutes | 20      | N         | Individual            |
| Final Exam        | 24 hours   | 40      | N         | Individual            |

Prescribed Texts

- Neil Rees, Simon Rice and Dominique Allen, Australian Anti-Discrimination Law (Federation Press, 2nd ed, 2014).

Teaching Periods

## Spring (2022)

**Parramatta - Victoria Rd**

**Weekend**

**Subject Contact** Luke Maroney ([https://directory.westernsydney.edu.au/search/name/Luke Maroney/](https://directory.westernsydney.edu.au/search/name/Luke%20Maroney/))

View timetable ([https://classregistration.westernsydney.edu.au/even/timetable/?subject\\_code=LAWS3004\\_22-SPR\\_PS\\_W#subjects](https://classregistration.westernsydney.edu.au/even/timetable/?subject_code=LAWS3004_22-SPR_PS_W#subjects))

## Spring (2023)

**Parramatta - Victoria Rd**

**On-site**

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View timetable ([https://classregistration.westernsydney.edu.au/odd/timetable/?subject\\_code=LAWS3004\\_23-SPR\\_PS\\_1#subjects](https://classregistration.westernsydney.edu.au/odd/timetable/?subject_code=LAWS3004_23-SPR_PS_1#subjects))