

## 6.11 Human Rights

Human rights refer to the basic rights and freedom to which all humans are entitled. Examples of rights and freedoms which have come to be commonly thought of as human rights include:

- civil and political rights, such as:
  - the right to life and liberty
  - freedom of expression; and
  - equality before the law
  
- and social, cultural and economic rights, including;
  - the right to participate in culture
  - the right to food
  - the right to work; and
  - the right to education.

### Understanding your responsibilities

All employers are required to create a workplace that is free from discrimination and harassment. These responsibilities are set out in a range of state and federal laws which help protect people from unlawful behaviour.

In addition, there are a range of Acts which cover employers such as: various state Occupational Health and Safety Acts, the Equal Opportunity in the Workplace Act, the Public Service Act, and the Workplace Relations Act to name but a few.

The Australian Human Rights Commission is responsible for the implementation of federal human rights and anti-discrimination law in Australia. The Commission administers five federal laws that cover discrimination and breaches of human rights:

- *Age Discrimination Act 2004*
- *Disability Discrimination Act 1992*
- *Racial Discrimination Act 1975*
- *Sex Discrimination Act 1984*
- *Human Rights and Equal Opportunity Commission Act 1986*

The Commission also provides employers with information and resources to understand and meet their obligations under the legislation. Click on the icon or links below to access further information on Human Rights and Equal Opportunity.



[www.workplace.gov.au](http://www.workplace.gov.au)

[www.australia.gov.au](http://www.australia.gov.au)

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