

C17 Human Rights Act 2004

The *Human Rights Act 2004* commenced operation on 1 July 2004. Since then public officials have been required to interpret agency-related legislation consistently with human rights unless the Territory law clearly authorises otherwise.

Amendments to this Act were introduced on 1 January 2009 and provided individuals with the right of action where human rights have been breached by a government agency.

Staff education, training and resources

Respect, Equity and Diversity (RED) Contact Officers (REDCOs) have been identified in each of the nine central office branches with 76 officers identified in schools. REDCOs provide information and raise awareness among staff about bullying, harassment or discrimination. REDCOs also offer support to staff who feel that they may be experiencing bullying, harassment or discrimination in the workplace. The REDCOs undertake Respectful Workplaces training and participate in an ongoing quarterly network and training program.

The Directorate's Equity and Diversity Consultative Committee continues to meet quarterly to provide strategic advice on equity and diversity issues.

The Directorate's Equity and Diversity Plan 2010-2013 has been replaced with the *Respect, Equity and Diversity Framework Action Plan 2010-2012*. This plan includes initiatives to support the implementation of the RED Framework.

Liaison on human rights issues

The Directorate consults with the ACT Human Rights Commission in the preparation of cabinet submissions, including government submissions to Legislative Assembly and Australian Government Committee inquiries and in the development of new and amended legislation.

The ACT Human Rights Commission is an important external stakeholder and is consulted where policies and procedures are being reviewed or developed that may have human rights implications.

For more information contact:

Director

Information, Communications and Governance

(02) 6205 7661