

28 March 2025

Hon. Sam O'Connor MP
Minister for Housing and Public Works
Queensland Government
1 William Street, Brisbane QLD 4000
Housing@ministerial.qld.gov.au

Dear Minister

Urgent Call to Reconsider Deferral of Changes to Anti-Discrimination Laws Protecting People who are Vulnerable to Marginalisation and Discrimination

Every Queensland—particularly people who are vulnerable to marginalisation and discrimination—deserves protection from discrimination under the law. We write to express our deep concern regarding the deferral of changes to Queensland's anti-discrimination laws under the Respect at Work and Other Matters Amendment Act 2024.

As a collective of peak bodies in the housing and homelessness system, we are particularly concerned about the delay in implementing amendments that protect individuals experiencing homelessness and victim-survivors of domestic and family violence. The planned changes are essential to creating a more just system, as they will provide people who are among the most socially and economically marginalised with the legal grounds to challenge discrimination. Therefore, they must be implemented as scheduled.

The decision to delay these reforms not only creates uncertainty, but it also undermines the progress made through collective effort and extensive consultation that resulted in the changes being passed by the Queensland Parliament in 2024. The proposed changes reflect years of input from legal experts, human rights advocates, community stakeholders, and people with lived experience. They align with recommendations from the 2020 Respect@Work Inquiry and the [2022 Building Belonging Report](#), both of which identified gaps in Queensland's legal framework that leave individuals exposed to discrimination and harassment. Q Shelter and QCOSS have also consulted on the latter to ensure consistency with an inclusive housing and homelessness policy approach.

These planned reforms ensure fair assessment of individuals—including those with historical, irrelevant criminal records—without hindering legitimate risk-based decision-making for licensing and security purposes. Similar protections exist in other jurisdictions without creating undue risks.

We urge you to reconsider the deferral and proceed with implementing these vital reforms effective 1 July 2025. Implementing these changes will ensure greater protection for

Queensland's most socially and economically marginalised populations, promoting a more equitable community.

Please do not hesitate to contact us to discuss these matters further.

Yours sincerely

Jackson Hills
Acting Chief Executive Officer
Q Shelter

Annette Schoone
Acting Chief Executive Officer
QCOSS