



QUEENSLAND INDUSTRIAL
RELATIONS COMMISSION

NUMBER: AD/

Form 85B - Response to the complainant's statement of facts and contentions

Industrial Relations Act 2016, section 989

Version 1

Complainant: **(NAME OF COMPLAINANT IN MATTER)**

v

Respondent: **(NAME OF RESPONDENT IN MATTER)**

Response to the Complainant's Facts *(see note below) If more space is required, please complete Schedule 1 instead*

Response to the Complainant's Contentions *(see note below) If more space is required, please complete Schedule 2 instead*

Permitted Discrimination (see note below) If more space is required, please complete Schedule 3 instead

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Filed by

Name			
Postal Address			
Suburb/Town		Postcode	
Phone Number		Fax Number	
Mobile Number			
Email Address			
Signature			
Date			

Note:

A Facts is:

- An essential fact that is relevant to the issue/s.

Contentions must clearly and concisely specify the contentions in this matter. Examples of what Contentions may be:

- Whether the Complainant was discriminated against on the basis of any of the attributes specified in section 7 of the *Anti-Discrimination Act 1991* (the Act).
- Whether the Complainant was discriminated against on the basis of the attribute pursuant to section 8 of the Act.
- Whether the Complainant was directly or indirectly discriminated against within the meaning of sections 9, 10, or 11 of the Act.
- Whether the Complainant was discriminated against in the work or pre-work area pursuant to Division 2 of the Act.

Some forms of discrimination are permitted under the Act, they may be because:

- Of an unjustifiable hardship within the meaning of section 5 of the Act.
- The discrimination arose from a genuine occupational requirement within the meaning of section 25 of the Act.

SCHEDULE 1 – Response to the Complainant's Facts

Please add extra pages if required.

SCHEDULE 2 – Response to the Complainant's Contentions



Please add extra pages if required.

SCHEDULE 3 – Permitted Discrimination

A large, empty rectangular box with a thin black border, occupying most of the page. It is intended for the user to provide details regarding permitted discrimination.

Please add extra pages if required.