

# Form 85B – Response to the complainant’s statement of facts and contentions

Industrial Relations Act 2016, section 989  
Anti-Discrimination Act 1991



## Information

- Use this form to respond to the complainant’s statement of facts and contentions.
- Please read this form carefully. Please complete all relevant sections. Information that is missing or non-compliant with the relevant section of an Act or the Rules may result in the rejection of your form.
- Practice Note 1 of 2018 - ELECTRONIC FILING AND HARD COPIES OF DOCUMENTS. Documents which are longer than 30 pages in length must be supplied to the Industrial Registry in hard copy before it will be accepted for filing.

For further information please contact the Industrial Registry on 1300 592 987 or via email at [qirc.registry@qirc.qld.gov.au](mailto:qirc.registry@qirc.qld.gov.au).

### A Fact 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.

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<b>Complainant:</b>	

v

<b>Respondent:</b>	

**PLEASE NOTE:** If there are more than two parties to this application, please complete a **Form 1 – Parties list** and file it with this form.

**Response to the complainant's facts**

*3000 character limit. (Note: If more than 3000 characters are required please attach a schedule)*

**Response to the complainant's contentions**

*3000 character limit. (Note: If more than 3000 characters are required please attach a schedule)*

**Permitted Discrimination**

3000 character limit. (Note: If more than 3000 characters are required please attach a schedule)

Filed by			
<b>Name:</b>			
<b>Postal address:</b>			
	Suburb/Town		Postcode
<b>Phone number:</b>		<b>Fax number:</b>	
<b>Mobile number:</b>			
<b>Email address:</b>			
<b>Signature:</b>			
<b>Date:</b>	/	/	