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Marital or relationship status discrimination means treating a person less favourably because of their status as single, married, divorced, separated, widowed or living in a defacto, or same-sex defacto, relationship.

Refer: 4 _____ 0 _____ 4

Family responsibilities discrimination means treating a person less favourably than another person because they have family responsibilities. Under the Sex Discrimination Act, family responsibilities include responsibilities to care for or support a dependent child or a member of your immediate family.

For example, it may be discrimination for an employer to refuse to employ a person, demote a person or reduce a person's hours of work because they need to care for a member of their family.

The University encourages a flexible approach to scheduling and work practices to enable students and staff to accommodate their family responsibilities.

Examples of flexibility include:

- permitting a working or studying parent flexible lunch/tea break arrangements in order to feed a young child in an on-campus facility
- students involved in group work taking account of the parenting requirements of one or more of their group in setting meeting schedules.
- not scheduling staff meetings outside normal working hours.

Refer: 4 _____

Pregnancy discrimination means treating a woman less favourably because she is pregnant, is or may be capable of bearing children, has expressed a desire to become pregnant, or is likely to become pregnant.

