

LAWS70025 Equality and Discrimination at Work

Credit Points:	12.50
Level:	7 (Graduate/Postgraduate)
Dates & Locations:	2010, Parkville This subject commences in the following study period/s: November, Parkville - Taught on campus.
Time Commitment:	Contact Hours: The total class time is between 24 and 26 hours. Total Time Commitment: Visit the Melbourne Law Masters website for more information about this subject.
Prerequisites:	Visit the Melbourne Law Masters website for more information about this subject.
Corequisites:	Visit the Melbourne Law Masters website for more information about this subject.
Recommended Background Knowledge:	Visit the Melbourne Law Masters website for more information about this subject.
Non Allowed Subjects:	Visit the Melbourne Law Masters website for more information about this subject.
Core Participation Requirements:	Visit the Melbourne Law Masters website for more information about this subject.
Coordinator:	Ms Anna Chapman
Contact:	For the most up-to-date information about this subject, contact the Melbourne Law Masters Office by email at law-masters@unimelb.edu.au or phone 8344 6190 or alternatively visit the subject website: www.masters.law.unimelb.edu.au
Subject Overview:	<p>This subject provides an examination of the development and current scope of Australian equality and discrimination law, as relevant in employment and work relationships. It will focus on federal and Victorian jurisdictions.</p> <p>Principal topics will include:</p> <ul style="list-style-type: none"> # A study of the framework and key features of federal and state legislative provisions dealing with equality and discrimination in work relationships, including the <i>Equal Opportunity Act 1995</i> (Vic), the <i>Racial Discrimination Act 1975</i> (Cth), the <i>Sex Discrimination Act 1984</i> (Cth) and the <i>Disability Discrimination Act 1992</i> (Cth) # Debates regarding the meaning of equality, discrimination, and other contested concepts such as choice, especially as choice relates to carer responsibilities # The <i>Charter of Human Rights and Responsibilities Act 2006</i> (Vic), and its potential impact in Victorian workplaces # The law's response to sexual harassment in employment # Conciliation, dispute resolution and remedies # Alternative regulatory regimes such as the 'adverse action' claim under the <i>Fair Work Act 2009</i> (Cth), equal remuneration provisions, contract law regarding workplace policies and occupational health and safety concerns of bullying # Current processes of legislative revision at federal and state level # The potential for future developments in the field.
Objectives:	<p>A student who has successfully completed this subject should:</p> <ul style="list-style-type: none"> # Have a sound understanding of the legal principles of Australian equality and discrimination law # Be able to critically assess the effectiveness of these legal rules # Be an engaged participant in debate regarding emerging and contemporary issues in the field, such as working from home # Have an appreciation of the factors and processes driving parliamentary revision of the legal framework # Have an understanding of situations in which issues of equality and discrimination may arise in work relationships and management practices

	# Have developed an understanding of equality and discrimination legal regimes in an international and human rights context.
Assessment:	Take-home examination (100%) (13-17 January 2011) or 10,000 word research paper (100%) (14 February 2011) on a topic approved by the subject coordinator
Prescribed Texts:	Visit the subject website for more information
Breadth Options:	This subject is not available as a breadth subject.
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Generic Skills:	Visit the Melbourne Law Masters website for more information about this subject.
Links to further information:	http://www.masters.law.unimelb.edu.au/