



19<sup>TH</sup> December 2012

To  
The Secretary, Senate Legal and Constitutional Affairs Committee,  
Parliament House,  
CANBERRA. ACT 2600

Dear Secretary,

Re Human Rights and Anti-Discrimination Bill 2012

I live in a retirement village, which has an aged care facility and am deeply concerned about the Human Rights and Anti-Discrimination Bill 2012, because it threatens to disturb and even take away the good relationships which currently exist between residents and workers who come from a number of different ethnic backgrounds.

Under existing regulations and laws residents and workers enjoy easy communication with each other. But with the proposed Human Rights and Anti-Discrimination Bill 2012 that easy communication and banter is under threat. For what <sup>is</sup> to stop a disgruntled worker claiming discrimination through the utterance of carefree banter?

Currently, our village has people of many religious faiths living or working in it. But under the proposed legislation it becomes impossible to highlight divergent beliefs in the topic under discussion. And who can tell when a voice raised in excitement is misinterpreted as discrimination?

Since Australia is a multicultural society and has adjusted to multiculturalism in a very natural way under existing legislation I plead with this Select Committee to reject the proposed legislation and allow the continuance of religious freedom to religious bodies in all circumstances in the community, in social interaction and in the workplace.

Respectfully submitting my concerns regarding the proposed legislation,  
I remain, Yours faithfully

(Pastor – Retired) Neil A. Hampel, B.Th., M.Th.