



Office of the **Anti-Discrimination Commissioner**

Information for advocates and lawyers participating in conciliation

During a conciliation process the Anti-Discrimination Commissioner expects advocates and lawyers to:

- Genuinely participate with the aim of trying to resolve the complaint and encourage their client to do likewise;
- Cooperate with the conciliator;
- Encourage their client to directly participate in the conciliation process, where appropriate;
- Communicate in a conciliatory manner, including listening to the other party's views and treating all participants with respect and courtesy;
- Respect the difference between conciliation and court processes by avoiding cross-examination or seeking determination of the legal issues;
- Ensure their client understands what is required in relation to confidentiality;
- Actively assist their client to explore all possible ways of resolving the complaint; and
- Be prepared to assist in negotiations regarding the preferred content or form of any conciliation agreement.

Victimisation

It is against the law to treat any person badly because they have been involved in a complaint under the Act. This is called victimisation.

For more information, please contact the person with carriage of your client's complaint.

Office of the Anti-Discrimination Commissioner

Phone: 1300 305 062 (in Tasmania) or (03) 6165 7515

E-mail: complaints@antidiscrimination.tas.gov.au

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