

**From:** Moira Deeming  
**Sent:** Tuesday, 1 March 2022 8:39 AM  
**To:** [REDACTED]  
**Subject:** Urgent NOM

Dear [REDACTED]

I'm submitting this NOM because in the past 12 months I have relentlessly sought an answer to this question, and nobody, not our own lawyers (past or present), not the Human Rights Commissioner, not the LGBTQ or the Gender Equality Commissioners- have been able to answer me about what the law even allows, or how to balance these competing rights- (at least in public, they've declined).

Confidentially- my goal following receipt of an actual answer is simply to run an awareness campaign that the laws as we all assume them to be re toilets, changerooms etc, have changed. That is all, that is my only goal- to get an answer in writing and put up a motion to promote community awareness of the new laws, because it is my contention that people actually don't know, and that they have a right to know. I will not be attempting to influence organisational policy (but hopefully if it turns out we can apply the general exceptions, and then I'd like my earliest suggestion, of 'third' gender neutral spaces for trans ppl to be funded). That is so that you don't feel I have some secret agenda- you now have in full, my goals for this issue at LG level- in confidence.

So could you please put this NOM to the person responsible for putting it in the agenda? I actually don't know who that is- my apologies.

That

1. in consultation with the Victorian Government Solicitor's Office (VGSO), Council officers prepare a report clarifying whether it is lawful to apply the "special measures" or "general exceptions" provisions under Victorian anti-discrimination laws to ensure females are not the subject of indirect discrimination that occurs from failure to differentiate between biological males and females where sex characteristics are relevant (such as in the provision of toilets, changerooms etc) and where failure to differentiate places women at a disadvantage.
2. this report be acknowledged as urgently necessary and provided to Councillors no later than 28<sup>th</sup> March.

Kindest regards,

**Cr Moira Deeming**

Watts Ward Councillor | **Melton City Council**

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