

**From:** Moira Deeming  
**Sent:** Tuesday, 1 March 2022 11:34 PM  
**To:** [REDACTED]  
**Subject:** RE: Urgent NOM

Yes, that's fine. Sorry, I didn't see that email until now.

**Cr Moira Deeming**

Watts Ward Councillor | **Melton City Council**

**M:** 0499 801 198

**E:** [moira.deeming@melton.vic.gov.au](mailto:moira.deeming@melton.vic.gov.au) | **W:** melton.vic.gov.au

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**From:** [REDACTED]  
**Sent:** Tuesday, 1 March 2022 8:25 PM  
**To:** Moira Deeming <MoiraD@melton.vic.gov.au>  
**Subject:** RE: Urgent NOM

Dear Moira

As 'That Council' commences each point the second point would need to be reworded as a sentence commencing with That Council... An alternative is to combine the two. I have added in a word 'officers' (highlighted). Otherwise the wording is as you provided in your last email. Please let me know if you are comfortable combining.

*That Council **officers** in consultation with the Victorian Government Solicitor's Office (VGSO), prepare a report clarifying whether it is lawful to apply the "special measures" or "general exceptions" provisions under Victorian anti-discrimination laws to ensure biological 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 biological females at a disadvantage. That this report, being urgently necessary, be provided to Councillors as soon as possible.*

Regards

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**From:** Moira Deeming <[MoiraD@melton.vic.gov.au](mailto:MoiraD@melton.vic.gov.au)>  
**Sent:** Tuesday, 1 March 2022 7:44 PM  
**To:** [REDACTED]  
**Subject:** RE: Urgent NOM

Hi [REDACTED]  
How's this?

*That Council*

- 1. In consultation with the Victorian Government Solicitor's Office (VGSO), prepare a report clarifying whether it is lawful to apply the "special measures" or "general exceptions" provisions under Victorian anti-discrimination laws to ensure biological 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 biological females at a disadvantage.*
- 2. That this report, being urgently necessary, be provided to Councillors as soon as possible.*

**Cr Moira Deeming**

Watts Ward Councillor | **Melton City Council**

M: 0499 801 198

E: [moira.deeming@melton.vic.gov.au](mailto:moira.deeming@melton.vic.gov.au) | W: melton.vic.gov.au

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**From:** [REDACTED]  
**Sent:** Tuesday, 1 March 2022 7:38 PM  
**To:** Moira Deeming <[MoiraD@melton.vic.gov.au](mailto:MoiraD@melton.vic.gov.au)>  
**Subject:** RE: Urgent NOM

Dear Moira

Could you please ensure I've captured terminology in point 1, and adding timeframe adjustment in point 2 in alignment with your feedback.

*That Council*

- 1. In consultation with the Victorian Government Solicitor's Office (VGSO), 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 biological females at a disadvantage.*
- 2. This report be acknowledged as urgently necessary and provided to Councillors as soon as possible.*

Regards

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**From:** Moira Deeming <[MoiraD@melton.vic.gov.au](mailto:MoiraD@melton.vic.gov.au)>  
**Sent:** Tuesday, 1 March 2022 5:47 PM  
**To:** [REDACTED]  
**Subject:** RE: Urgent NOM

Hi [REDACTED]

I'm happy to change the time frame to 'as soon as possible'- but would like to keep the acknowledgement that the issue is urgent seeing as how I have been seeking clarity for an entire year.

Would that be acceptable? I just don't want to it devolve into '6 months' or 'never' as I seem to have been faced with until now.

I'm nearby to my phone if you'd like to chat,

Kindest regards

**Cr Moira Deeming**

Watts Ward Councillor | **Melton City Council**

M: 0499 801 198

E: [moira.deeming@melton.vic.gov.au](mailto:moira.deeming@melton.vic.gov.au) | W: melton.vic.gov.au

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**From:** [REDACTED]  
**Sent:** Tuesday, 1 March 2022 5:44 PM  
**To:** Moira Deeming <[MoiraD@melton.vic.gov.au](mailto:MoiraD@melton.vic.gov.au)>  
**Subject:** Re: Urgent NOM

Dear Moira

Governance officers have sought your consideration of removing point 2. I acknowledge both their concerns with regards to the timeframe, and the urgency with which you place on this NoM. Please advise on your preference between: keeping your original point 2, revise the timeframe in point 2, or removing point 2.

*That Council, in consultation with the Victorian Government Solicitor's Office (VGSO), 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.*

Regards

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**From:** Moira Deeming <[MoiraD@melton.vic.gov.au](mailto:MoiraD@melton.vic.gov.au)>

**Sent:** Tuesday, 1 March 2022 8:39 AM

**To:** [REDACTED]

**Subject:** Urgent NOM

Dear [REDACTED]

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**

**M:** 0499 801 198

**E:** [moira.deeming@melton.vic.gov.au](mailto:moira.deeming@melton.vic.gov.au) | **W:** melton.vic.gov.au