

Unjustifiable hardship	<p>The <i>Anti-Discrimination Act 1991</i> indicates the issue of whether the supply of special services or facilities would impose “unjustifiable hardship” on an employer depends on all the relevant circumstances of the case, including the:</p> <ul style="list-style-type: none"> • nature of the special services or facilities • cost of supplying the special services or facilities and the number of people who would benefit or be disadvantaged • financial circumstances of the employer • disruption that supplying the special services or facilities might cause • nature of any benefit or detriment to all people concerned. <p>Note: If the Queensland Civil and Administrative Tribunal finds reasonable adjustment solutions were warranted and overturns an employer’s claim of unjustifiable hardship, they may impose a variety of remedies including reinstatement where applicable, or monetary compensation for the complainant.</p>	<i>Anti-Discrimination Act 1991</i>
WorkCover Queensland	Queensland Health’s workers’ compensation insurer.	<i>Workers’ Compensation and Rehabilitation Act 2003 (s 380)</i>
Workers’ compensation	Compensation for work related injury or illness, that is, amounts for a worker’s injury payable by an insurer to a worker, a dependent of a deceased worker or anyone else.	<i>Workers’ Compensation and Rehabilitation Act 2003 (s 9)</i>

Human Rights Act 2019 Applies

Managing the risk of psychosocial hazards at work
Code of Practice 2022
applies 1 April 2023