

19 August 2020

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To the Special Rapporteurs,

**Re: Urgent appeal to UN Special Rapporteurs on the proposed introduction of
the *Workplaces (Protection from Protesters) Amendment Bill 2019* in Tasmania,
Australia**

This urgent appeal is respectfully submitted to the United Nations Special Rapporteurs in relation to the introduction of the *Workplaces (Protection from Protesters) Amendment Bill 2019*, which if passed, will see those engaged in protest activity subject to laws and penalties that are disproportionate to the intended purpose of the legislation. The amendments will result in onerous and unwarranted criminal offences and powers that punish persons invoking their democratic rights to freedom of expression, association and assembly. In short, the Bill is likely to have a chilling effect on persons who want to peacefully protest.¹

The Amendment Bill has passed Tasmania's House of Assembly and is currently before the Tasmanian Legislative Council where it may be debated in the week commencing 23 August 2020.

In the view of the signatories to this letter, the Bill violates a number of core human rights principles, including:

¹ This communication was prepared by Benedict Bartl, a lawyer and Policy Officer with Community Legal Centres Tasmania and Richard Griggs, the Tasmanian Director of Civil Liberties Australia. The authors were assisted by Lena Lashin a fourth year law student, Manoj Madushanka a PhD candidate in the Faculty of Law and Bridget Wallbank a recent law graduate, all of the University of Tasmania.

- Article 19 of the *International Covenant on Civil and Political Rights*, which guarantees the right to freedom of expression; and
- Article 21 of the *International Covenant on Civil and Political Rights*, which guarantees the right to peaceful assembly; and
- Article 22 of the *International Covenant on Civil and Political Rights*, which guarantees the right to freedom of association.

A copy of the *Workplaces (Protection from Protesters) Amendment Bill 2019* is attached. For completeness we have also attached a copy of the *Workplace (Protection from Protesters) Act 2014* (Tas) with and without the proposed amendments. For information about the signatories to this urgent appeal, please see Appendix A.

We respectfully request that you send a communication to the Tasmanian government in relation to the allegations set forth herein. If the allegations are confirmed we request that you send an urgent appeal to the Australian government requesting that the *Workplaces (Protection from Protesters) Act 2014* be repealed or amended to ensure compliance with international human rights law.

The *Workplaces (Protection from Protesters) Act 2014*

The *Workplaces (Protection from Protesters) Act 2019* ('the Act') according to its Long Title is "an Act to ensure that protesters do not damage business premises or business-related objects, or prevent, impede or obstruct the carrying out of business activities on business premises..."² After passing Tasmania's House of Assembly in June 2014 but prior to being debated in the Legislative Council, a number of United Nations Special Rapporteurs expressed their concern at the Bill, noting that "if passed, the law would almost certainly run afoul of Australia's human rights obligations, which Tasmania is also obliged to uphold".³ A number of amendments were subsequently made to the Bill and thereafter it passed the Legislative Council and became law.⁴

Approximately one year later, in January 2016, Bob Brown and Jessica Hoyt were involved in a protest which sought to raise awareness of logging in the Lapoinya forest in Tasmania's north-west. They were arrested and charged under provisions of the Act.⁵ The protesters challenged the Act in Australia's High Court, arguing that

² Long Title of the *Workplaces (Protection from Protesters) Act 2014* (Tas).

³ United Nations Office of the High Commissioner, 'UN experts urge Tasmania to drop its anti-protest laws' (9 September 2014). As found at <https://www.ohchr.org/EN/NewsEvents/Pages/DisplayNews.aspx?NewsID=15002&LangID=E> (Accessed 29 July 2020).

⁴ The *Workplaces (Protection from Protesters) Act 2014* (Tas) received Royal Assent on 17 December 2014.

⁵ The charges under the Act were later withdrawn but both Brown and Hoyt continued their legal challenge questioning the validity of the Act. See *Brown v Tasmania* [2017] HCA 43 at para. 17.

the Act impermissibly burdened Australia's implied right to freedom of political communication.⁶ A majority of the High Court agreed:⁷

The concern of the Court is the extent to which the Protesters Act restricts protests more generally. It is likely to deter protest of all kinds and that is too high a cost to the freedom given the limited purpose of the Protesters Act.

Since the High Court handed down its decision in October 2017 no protester has been charged under the Act⁸ whilst the Tasmanian Government gave "careful consideration to the High Court's decision and to how the Act can be amended to ensure continuing protection for business activity".⁹

The Workplaces (Protection from Protesters) Amendment Bill 2019

The *Workplaces (Protection from Protesters) Amendment Bill 2019* ('the Amendment Bill') was tabled in the Tasmanian House of Assembly on 14 November 2019 and read a second time on 27 November 2019.¹⁰ The Amendment Bill was subsequently passed by one vote and is currently before the Tasmanian Legislative Council where it may be debated in the week commencing 23 August 2020.

The Amendment Bill makes a range of amendments, repealing some of the definitions, offence provisions and police powers that were the subject of criticism in the High Court and also introducing some new offence provisions. As well, whilst the explicit reference to 'protesters' has been removed, the practical effect remains the same with a continued focus on prohibiting protest activity that affects business operations.¹¹

Some amendments in the Amendment Bill are welcome. For example, a provision that empowered police to direct protestors to leave business premises or "business access areas" with fines of up to \$10,000 if the orders were not complied with has been repealed. The expansive definitions of "protestor" and what it means to engage in

⁶ *Brown v Tasmania* [2017] HCA 43.

⁷ *Brown v Tasmania* [2017] HCA 43 at para. 145 per Kiefel CJ, Bell and Keane JJ. See also Gageler J at para. 232 who described the burden of the provisions as "greater than is reasonably necessary" and Nettle J at para. 278 who described the provisions of the Act as "grossly disproportionate".

⁸ See Sentencing Advisory Council, 'Magistrates Court Sentencing Statistics'. As found at <https://www.sentencingcouncil.tas.gov.au/statistics/magistratescourt> (Accessed 29 July 2020).

⁹ The Honourable Guy Barnett MP, Minister for Primary Industries and Water, Minister for Energy, Minister for Resources and Minister for Veterans' Affairs, Second Reading Speech, *Workplaces (Protection from Protesters) Amendment Bill 2019*, Hansard, 27 November 2019.

¹⁰ The Honourable Guy Barnett MP, Minister for Primary Industries and Water, Minister for Energy, Minister for Resources and Minister for Veterans' Affairs, Second Reading Speech, *Workplaces (Protection from Protesters) Amendment Bill 2019*, Hansard, 27 November 2019.

¹¹ For example, the amendment Bill provides that the Act will be re-named the Workplaces (Protection of Lawful Business Activities) Act 2014 rather than Workplaces (Protection from Protesters) Act 2014. As well, the Long Title will be amended so that reference to protesters and protest activity is removed: "An Act to ensure that lawful business activities carried out on business premises, or by means of business vehicles, are not impeded" rather than "An Act to ensure that protesters do not damage business premises or business-related objects, or prevent, impede or obstruct the carrying out of business activities on business premises".

“protest activity” are also repealed, as well as the definition of “business access area,” one of the vague and overly broad definitions of where protest activity was limited.

However, in the view of the signatories the Amendment Bill introduces two new offence provisions that are too broad and will criminalise some forms of peaceful protest activity and organising of lawful protest.

Clause 6 creates various new offences including obstructing a public thoroughfare where it would impede business activity, trespassing on “business premises” if it impedes business activity, and trespassing on “business vehicles” if it impedes business activity. The latter two offences are indictable offences, and carry harsh potential penalties of up to 18 months’ imprisonment for a first offence or 4 years’ imprisonment for a further offence, if the offence is carried out with the intention of impeding business activity.

Clause 7 is even more far-reaching, making it an offence to issue a threat to impede the carrying out of business activity. This could capture a range of activist activity – from organising protests on social media to galvanising boycotts of companies. The penalty for this is a fine of up to \$5,040.

As set out below, these offences are unduly broad, uncertain, and do not have adequate exceptions to protect many forms of legitimate protest activity.

- ***Broad and uncertain definitions
“business access area” and “prevent, hinder or obstruct”***

The definition of “business premises” was criticised in *Brown v Tasmania* for being vague and uncertain. For example, it was noted by some of the judges that:¹²

The Protestors Act operates more widely than its purpose requires. It is principally directed to preventing protestors being present within ill-defined areas in the vicinity of forest operations or access points to those areas....

Whilst “business access area” has been removed as a definition, “business premises” remains. In *Brown v Tasmania*, three High Court Justices observed that the principal problem with these definitions, is that for both police officers and protestors:¹³

...it will often not be possible to determine the boundaries of “business premises” or a “business access area”. That problem arises because the term “business premises” is inapt for use with respect to forestry land. The definition of “business premises” with respect to forestry land does not provide much guidance. The question simply becomes whether a protester is in an area of land on which forest operations (a widely defined term) are being carried out. The vagueness of the definition of “business access area” compounds the problem.

¹² *Brown v Tasmania* [2017] HCA 43 at para. 140 per Kiefel CJ, Bell and Keane JJ.

¹³ *Brown v Tasmania* [2017] HCA 43 at para. 67 per Kiefel CJ, Bell and Keane JJ.

Similarly, the definition of “impede” as meaning “to prevent, hinder or obstruct” is so broad it could capture a range of activity that may be of minimal if any disturbance to business activities. For example, the definition could extend to a group of people handing out pamphlets out the front of a business. Each of the offences in clauses 6(1), (2), (7) and clause 7 draw on this term.

- ***Broad and uncertain offences***

“person must not issue threat to impede the carrying out of business activity” - Clause 7

Combined with the definition of “impede” in section 3 of the Act, clause 7 of the Amendment Bill is excessively broad, with the potential to have a chilling effect on speech and the organising of protest activity. The proposed provision criminalises the threat to impede the carrying out of business activity, without requiring that any business is actually impacted by such threats. In other words, organising a protest against a business on social media or other platforms could amount to criminal conduct. As well, the offence does not have the benefit of the exceptions contained in sub-clause 6(8), meaning that the proposed offence could apply to protected industrial action, an activity, organised by or for a trade union or is a demonstration, fundraising drive or procession for which a permit has been provided by the police. Finally, the ‘lawful excuse’ defence contained in sub-clause 6(9) does not apply to clause 7.

In his second reading speech, the responsible Minister noted in relation to the proposed section 7:¹⁴

Proposed section 7 contains a new offence for threats made with the intention to impede the carrying out of a business activity. While existing laws cover false threats of danger and using a carriage service to menace, harass or offend, proposed section 7 aims to ensure coverage of a broader range of threatening conduct against businesses (emphasis added).

We strongly believe that the failure to include either the lawful excuse defence or exceptions contained in clause 6 as well as the overly broad reach of the provision is extremely worrying.

- ***“cause the use or enjoyment of a public thoroughfare to be obstructed, if the person intends, by so doing, to impede the carrying out of a business activity” - clause 6(7)***

This proposed offence criminalises the mere obstruction of a public thoroughfare, where the person has an intention to hinder a business activity. The expansive phrasing of the provision means the offence may apply in circumstances where persons are obstructing a thoroughfare, regardless of whether the protest activity physically obstructs access to that particular business.

¹⁴ The Honourable Guy Barnett MP, Minister for Primary Industries and Water, Minister for Energy, Minister for Resources and Minister for Veterans' Affairs, Second Reading Speech, *Workplaces (Protection from Protesters) Amendment Bill 2019*, Hansard, 27 November 2019.

The broad definition of “impede” means that intending even the temporary obstruction or hindering of a business by obstruction of a carriageway could constitute an offence. Further, “public thoroughfare” itself, has an expansive definition which includes “a public place” including both on land and water.¹⁵

It should also be noted that the proposed offence is a breach of the United Nations Human Rights Council Resolution 38/11 entitled *The promotion and protection of human rights in the context of peaceful protests*, which calls upon States including Australia “to facilitate peaceful protests by providing protestors, to the extent possible, with access to public space within sight and sound of their intended target audience...”¹⁶

- ***on business premises or business vehicles – clauses 6(1)-(2)***

These proposed offences criminalise trespass on business premises or business vehicles, where there is an intention to impede the business activity on the premises and either the trespass or the act performed does in fact impede a business activity on the premises.

The offences are far-reaching because they rely on the unclear definition of “business premises”. For the reasons noted by the High Court (see above) it is often not possible to determine the boundaries of business premises, particularly in respect of forestry land.

It is also arguable that the offences are a duplication of existing laws and therefore unnecessary. As the Minister himself observed in his second reading speech “trespass is a well-entrenched concept in our legal system and appears in a number of Acts, including the *Criminal Code Act 1924*”.¹⁷

- ***Limited exceptions and defences***

The Amendment Bill provides exceptions to the offences contained in sub-sections 6(1), (2) and (7), namely offences where people are engaged in protected industrial action, an activity, organised by or for a trade union or is a demonstration, fundraising drive or procession for which a permit has been provided by the police. We have two concerns with these exceptions. First, they are limited in their application insofar as they do not apply to the clause 7 offence of ‘threats to impede a business activity’. Secondly, the procession exception is provided where a protest is authorised by a public street permit made pursuant to section 49AB of the *Police Offences Act 1935* (Tas). Importantly, there is no requirement in international law for a protest to be authorised by the police in order for it to take place, and this inclusion deems

¹⁵ It should however be noted that the proposed offence does have the benefit of both the lawful excuse defence and exceptions contained in sub-clauses 6(8)-(9).

¹⁶ *The promotion and protection of human rights in the context of peaceful protests*, GA Res 16, 38th session, Agenda Item 3, UN Doc A/HRC/38/L.16 (6 July 2018).

¹⁷ The Honourable Guy Barnett MP, Minister for Primary Industries and Water, Minister for Energy, Minister for Resources and Minister for Veterans' Affairs, Second Reading Speech, *Workplaces (Protection from Protesters) Amendment Bill 2019*, Hansard, 27 November 2019.

authorised protests as having significantly greater protection, including exemption from criminal offences.

- ***Disproportionate penalties***

The proposed penalties are disproportionate and seek to deter people from their democratic right to protest. The high penalties proposed was highlighted by the responsible Minister during his second reading speech:¹⁸

*For that reason, the Bill makes these offences subject to a maximum penalty of 18 months' imprisonment for a first offence and four years' imprisonment for a further offence. This will provide **the country's highest maximum penalty for the offence of trespassing** while intentionally impeding business activity on business premises. At the election of the prosecutor, these trespass offences can be heard and determined in a Court of Petty Sessions, with lower maximum penalties. The possibility of facing a high maximum penalty, along with the possibility of a conviction for an indictable offence, **is likely to have a deterrent effect on some** who would otherwise be tempted to risk being charged and convicted of a summary offence with lower maximum penalties (emphasis added).*

These penalties are of particular concern in light of the broad and uncertain definitions and offences, as well as the limited exceptions and defence.

- ***Remaining police powers***

The Amendment Bill repeals the excessive police powers contained within the Act, including the 'move on' powers, which is a positive improvement.¹⁹ However, in doing so, the Amendment Bill retains the power to arrest without a warrant "a person who the police officer reasonably believes is committing, or has committed, an offence against a provision of this Act".²⁰ Police powers to arrest without warrant should be reserved for serious offences, in circumstances of urgency only where a warrant cannot be obtained and should not apply to offences that are punishable by fine only.²¹ The powers should be limited to ensure that they are not used against people who do not pose a danger to the community, and in circumstances where there is no risk of continuing offending.

Freedom of expression and of association and the right to peaceful assembly

The signatories to this letter strongly believe that the legislative restrictions on the right to freedom of expression and of association and the right to peaceful assembly

¹⁸ The Honourable Guy Barnett MP, Minister for Primary Industries and Water, Minister for Energy, Minister for Resources and Minister for Veterans' Affairs, Second Reading Speech, *Workplaces (Protection from Protesters) Amendment Bill 2019*, Hansard, 27 November 2019.

¹⁹ Section 11 of the Act which is being repealed as part of the Amendment Bill provides the police with the power to direct a person to leave a business premises or business access area where the police officer reasonably believes that the person has committed, is committing or is about to commit an offence.

²⁰ Clause 13(1) of Amendment Bill.

²¹ See, for example, clause 7 of the Amendment Bill.

breach a number of international human rights provisions. Case law has consistently held that restrictions on articles 19, 21 and 22 of the *International Covenant on Civil and Political Rights* and similar provisions in other international human rights instruments may only be limited so far as is strictly reasonable, necessary and proportionate. Such an interpretation is reiterated in the Human Rights Committee's General Comment No 31 which provides:²²

Where such restrictions are made, States must demonstrate their necessity and only take such measures as are proportionate to the pursuance of legitimate aims in order to ensure continuous and effective protection of Covenant rights. In no case may the restrictions be applied or invoked in a manner that would impair the essence of a Covenant right.

The sentiment is also echoed in the more recent United National Human Rights Council Resolution 38/11 which observed:²³

Recognizing also that any such restrictions must be based in law, and be necessary and proportionate to further a legitimate aim, in accordance with the State's obligations under applicable international human rights instruments...

For example, in the case of *Hashman & Harrup v The United Kingdom*²⁴ in which protesters had sought to disrupt a fox hunt, the European Court of Human Rights reaffirmed that any restrictions upon the right to freedom of expression must be "formulated with sufficient precision to enable the citizen to regulate his [or her] conduct".²⁵ The Court went on to note that "[t]he level of precision ... depends to a considerable degree on the content of the instrument in question, the field it is designed to cover and the number and status of those to whom it is addressed".²⁶

It is our belief that the Amendment Bill lacks sufficient precision and is therefore likely to amount to a breach of international human rights principles. Among a number of overly broad and uncertain formulations expressed in the Amendment Bill we have sought to draw your attention in particular to the definitions of "business access area" and "prevent, hinder or obstruct" as well as clauses 6 and 7 of the Amendment Bill. The failure to narrowly define the proscribed activity means that most if not all persons are unlikely "...to foresee, to a degree which is reasonable in the circumstances, the consequences which a given action may entail".²⁷ As a result the Bill is likely to have a chilling effect on persons who want to peacefully protest.

²² Human Rights Committee, General Comment 31, Nature of the General Legal Obligation on States Parties to the Covenant, UN Doc: CCPR/C/21/Rev.1/Add.13 (2004) at [6].

²³ *The promotion and protect of human rights in the context of peaceful protests*, GA Res 16, 38th session, Agenda Item 3, UN Doc A/HRC/38/L.16 (29 June 2018).

²⁴ *Hashman & Harrup v The United Kingdom* [2000] 30 EHRR 241.

²⁵ *Hashman & Harrup v The United Kingdom* [2000] 30 EHRR 241 at [31].

²⁶ *Hashman & Harrup v The United Kingdom* [2000] 30 EHRR 241 at [31].

²⁷ *The Sunday Times v United Kingdom* (No 1)(1979) ECHR 1 at [49].

Additionally, international courts have held that restrictions on the rights noted above must be necessary. The Government's purported aim in introducing the Amendment Bill is "the protection of lawful business activities".²⁸ However, in the view of the signatories, the restrictions it places on these rights are not 'necessary' to achieve that aim, because the rights of businesses and business owners are already protected by various legislative instruments, including the offences of trespass to property,²⁹ damage to property,³⁰ and common nuisance.³¹

We also strongly believe that the *Workplace (Protection from Protesters) Bill 2014* is not proportionate to the limitations sought to be imposed as required in international law.³² For example, in *Öllinger v Austria*³³ a counter demonstration against neo-Nazis was not permitted by Austrian authorities on the grounds that it would incite violence between the opposition groups and threaten public safety. However, the measures taken were ultimately held by to be disproportionate, as the Court determined that protests could have been organised for each of the opposing factions, with appropriate police precautions.

Worryingly, the Bill covers many forms of action that may be taken by unions on or near business premises, including stop-work meetings and other forms of industrial action. We are very concerned that union officials organising what might be a protected action, a very short defined time of work stoppage, is simply not protected at all. In the case of *Demir* the European Court of Human Rights summarised the essential elements of the right of association as including, among other things, "the right for a trade union to seek to persuade the employer to hear what it has to say on behalf of its members".³⁴ One of the most effective means of drawing attention to the concerns of workers is protest action, often at or near the place of business. As a result, it is conceivable that clauses contained in the Amendment Bill could be used to fine and imprison union members for participating in protest activity, including strike action at their place of work, as well as those union officials who are held to have organised the protest.

Further, there is strong evidence in international human rights law that the limitations upon the right to protests are not invoked without a significant threat to safety and the rights and freedoms of others. In the case of *Stankov and United Macedonian Organisation Ilinden v Bulgaria*³⁵ for example the Bulgarian government had prevented an organization from demonstrating for greater autonomy of the minority Macedonian population in Bulgaria. The court ruled that peaceful protest,

²⁸ See, for example, the Amendment Bill's renaming of the Act to the *Workplaces (Protection of Lawful Business Activities) Act 2014* rather than *Workplaces (Protection from Protesters) Act 2014*.

²⁹ Section 14B of the *Police Offences Act 1935* (Tas).

³⁰ Section 31(1) of the *Police Offences Act 1935* (Tas).

³¹ Section 140 of the *Criminal Code Act 1924* (Tas).

³² *Otto-Preminger-Institut v Austria* [1994] ECHR 26.

³³ *Öllinger v Austria* [2006] ECHR 665.

³⁴ *Demir and Baykara v Turkey* (2008) ECHR 1345 at [145].

³⁵ *Stankov and United Macedonian Organisation Ilinden v Bulgaria* [2001] ECHR 567.

even where persons are seeking changes to territorial boundaries, would not automatically amount to a threat to national security warranting prohibitions on the freedom of expression and assembly.³⁶ In Tasmania, it is widely acknowledged that the overwhelming majority of protest activity in Tasmania is peaceful protest and it is strongly asserted that there is no significant threat warranting this legislation.

In summary, the cases highlighted above clearly demonstrate that the limitation on the right to protest in international law is only enlivened in cases of strict necessity, in which the curtailment on civil and political rights is both legitimate and subject to international human rights principles. It is the view of the signatories to this letter that the restrictions proposed by introduction of the *Workplaces (Protection from Protesters) Amendment Bill 2019* are not reasonable, necessary or proportionate.

Request for Urgent Action

The enacting of the *Workplaces (Protection from Protesters) Amendment Bill 2019* is likely to have a chilling effect on persons who want to peacefully protest. In light of this situation, the signatories to this letter formally request that in your capacity as United Nations Special Rapporteurs and in accordance with the terms of your mandate, take all appropriate measures to investigate this urgent communication.

In particular, we request that you take urgent action with a view to ensuring that the Tasmania Government desist from enacting the *Workplaces (Protection from Protesters) Amendment Bill 2019* in its current form in potential violation of articles 19, 21 and 22 of the *International Covenant on Civil and Political Rights*.

In order to remedy the violations of core human rights principles, including the likelihood of the laws having a chilling effect on persons who want to express an opinion, to associate with others or engage in peaceful assembly we request that the Special Rapporteur recommend that the Act and the Amendment Bill be revoked due to the potential for unreasonable, unnecessary and disproportionate outcomes or amended to ensure compliance with international human rights law.

³⁶ *Stankov and United Macedonian Organisation Ilinden v Bulgaria* [2001] ECHR 567 at [110].

Signed by



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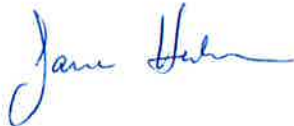
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Appendix A

Signatories to this appeal

Animals Tasmania represents all nonhuman animals who are exploited by humans. Animals Tasmania is focused on advocacy and education directed towards abolishing all forms of suffering, use and abuse of nonhuman animals.

The **Australian Lawyers Alliance** is a national association of lawyers, academics and other professionals dedicated to protecting and promoting justice, freedom and the rights of the individual. We promote access to justice and equality before the law for all individuals regardless of their wealth, position, gender, age, race or religious belief.

Australian Lawyers for Human Rights is a network of Australian lawyers active in practising and promoting awareness of international human rights standards in Australia. ALHR has a national membership of over 3,000 people, with active National, State and Territory committees. Through training, information, submissions and networking, ALHR promotes the practice of human rights law in Australia. ALHR has extensive experience and expertise in the principles and practice of international law, and human rights law in Australia.

The **Bob Brown Foundation** is an environmental campaigning foundation, supporting front-line environmentalists wherever they face the imminent destruction of 'Australia's wild and scenic heritage'. The Bob Brown Foundation campaigns to protect scenic land environments, wildlife and marine ecosystems in Tasmania, around Australia, in Antarctica and across our region.

Civil Liberties Australia is a national organisation with members in each State and Territory. CLA aims to protect traditional rights of the individual such as freedom of speech, freedom of association and freedom of religion.

Community Legal Centres Tasmania is the peak body representing the interests of nine community legal centres (CLCs) located throughout Tasmania. CLC Tas advocates for law reform on a range of public interest matters aimed at improving

access to justice, reducing discrimination and protecting and promoting human rights.

Since its formation in 1988, **Equality Tasmania** (formerly the Tasmanian Gay and Lesbian Rights Group) has been Tasmania's leading advocacy group for LGBTIQ human rights. It has initiated many protests and acts of civil disobedience in the name of equality.

The **Human Rights Law Centre** is a national human rights NGO, using strategic legal action, policy solutions and advocacy to support people and communities to eliminate inequality and injustice and build a fairer, more compassionate Australia.

The **Tasmanian Aboriginal Centre** has been the voice of Aboriginal people in Lutruwita/Tasmania since the early 1970s. Formed by the Aboriginal community to assert Aboriginal rights to self-determination and identity, the organisation has grown to become the foremost provider of Aboriginal community controlled services throughout the State as well as the primary advocate for Aboriginal civil and political rights.

The **Tasmanian Council of Social Service Inc** is the peak body for the 10,000-strong community services industry in Tasmania. TasCOSS aims to challenge and change the systems, behaviours and attitudes that create poverty, inequality and exclusion.

Unions Tasmania is the peak body for Tasmania's trade union movement, comprising 23 trade unions and 50,000 members working in the public and private sector and across every industry and workplace in Tasmania. Unions Tasmania is the only peak body dedicated to fighting for workers and are proud to have done so for over 135 years.

The Wilderness Society is an Australian environmental Non-Government Organisation whose purpose is protecting, promoting and restoring wilderness and natural processes across Australia for the survival and ongoing evolution of life on Earth. The Society was established in Tasmania in 1976 and has since worked for the protection of natural and cultural heritage in Tasmania and across Australia.