

From the President

I am delighted to enclose with this newsletter details of our new initiative, the Fragile X Association of Australia Endowment Fund.

I am also pleased to advise that the Endowment Fund has received an initial contribution of \$80,000 through a bequest by the late Zena Sachs. This is a tremendous amount of money and a most generous gift.

Zena had no direct connection with Fragile X in her family but was made aware of the syndrome through her long term friendship with Leonie Star who was the past president of the Association.

This is the first bequest received into the Endowment Fund. The Endowment Fund is planned to build a new platform from which the Association can advance.

Many of you will know of Mel Mikkelsen who has been our Parent Support in Queensland for a number of years and was on our Board in 2010/2011. Mel has resigned from her volunteer position as of 1 July 2012. I would like to acknowledge the fantastic work that she has done in fundraising and raising awareness of Fragile X in Queensland. I would also like to thank her for the support she has provided for families throughout Queensland. Thank you Mel, you will be greatly missed.

John Kelleher

Zena Sachs - a tribute

Zena Sachs, who died in July 2011 aged 97, was born in Sydney in 1913, the youngest child of a large family of Jewish immigrants.

Because there were very few teacher training positions during the Depression, she undertook a secretarial course. In 1942 she became secretary to the newly formed Morale Committee. The formidable Julius Stone, Challis Professor of Jurisprudence and International Law at the University of Sydney, was the committee's head. In 1943, Zena took up a position with Professor R. C. Mills, the inaugural chairman of the Universities Commission, and in 1947 went to work for Julius Stone as his secretary.

Stone had realised Zena's intellectual potential and persuaded her to enrol in a university course. She began studying law in 1946. There were only six women in Zena's year, four of whom, including Zena, were admitted to the bar in 1950. On graduating with honours she became Stone's research assistant, remaining in this position all her professional life.

Zena was a founding member of the Women Lawyers' Association of NSW, later being granted Life Membership to mark her tireless work for the organisation.

Zena had had no connection with intellectual disability whatsoever until her friend Leonie Star's grandson James was born. She soon became a faithful contributor to the Association even while giving generously to the many other charities she supported. Zena was an unassuming woman with an acute intelligence, a ready and often sharp sense of humour, an interest in knowledge of all kinds and an impeccable moral code. Zena was warm, had an understanding of human frailties and was always compassionate. She was loved by many.

Member's Story

John



Hello, my name is John I am 47 years old and I live with my mum, Anna-rita in St Marys (Sydney). I have three sisters, Terri, Chris and Lyn who are good to me and I like having them around.

I like to watch footy at home and I support the Penrith Panthers. Phil Gould is my favourite.

I like to write and paint and I collect key rings from all around the world. I like having people around, going shopping and riding my bike.

I do all the mowing now and I know everyone in the neighbourhood.

I like having Craig (carer) around and going out and having fun with him. I stick with the people I know. He's got a new car and I like looking at car books.

I've got a really good memory and I worked at the same place full time for 30 years. I like being active and I cleaned up at work.

I went to the clinic at Ryde and it was so good, they gave me different tablets and they've made me not so stressed.

Here is a picture of my painting.



Volunteers wanted

We often are approached by families who would like to speak to other families with children with Fragile X.

We know that a number of families are already getting together over a cup of coffee to talk and support one another. If you are interested in volunteering to meet with or talking to other families by phone or if you would like someone to speak with please contact Janie on 1300 394 636 or by email janie@fragilex.org.au.

Joan MacDonald - Caseworker

On 4 May 2012 we hosted 34 volunteers from Deutsche Bank, UBS and e-Trade. The volunteers overhauled our IT system and installed some state of the art equipment. They also gave us some advice and suggestions about ways to use social media to increase understanding of Fragile X and awareness of the Association. Deutsche Bank will also be making a donation for each of their staff who attended the volunteer day.



As well as replacing a number of the computers in the office Deutsche Bank has



donated fifteen PCs which are available free for any members. The PCs do not have any software or screen but come with an operating system and keyboard. If you are interested in having one you will need to arrange your own pick up/delivery. Please contact me on 1300 394 636 or 9977 0074 or email joan@fragilex.org.au.

Linda Blair- Office Manager

It was fantastic to have the opportunity to attend the seminar in Perth (see pages 6 and 7) and meet many of our members and other people interested in learning more about Fragile X.

While we were in Perth Joan, Janie and I were pleased to have the opportunity to meet with Rosie Barton and her team from Carers Association of WA to discuss Better Start. Through Rosie we received an invitation for Doug Rodgers to address the Better Start Conference in Sydney. Doug gave a presentation about Fragile X to the Conference which was attended by staff from Carers Associations from across Australia who are working on the Better Start program together with representatives from FaHCSIA.

Janie and I also recently met with Autism Spectrum in NSW. We are delighted that they have asked us to provide training to their advisors on Fragile X and have agreed to distribute our brochure.

Margot Stolle - Communications Officer

Together with Joan I have been working with Spicy Broccoli Media to develop a new website for the Association. We aim to simplify the navigation of the site so that people coming to it for the first time can easily find the information they need. We will be including more stories of people with Fragile X and their families. The new site will also make it easier for people to donate. We anticipate that the new site will be launched in second half of 2012.



As I mentioned in the last newsletter I am pregnant with my third child and will be taking leave at the end of July.

Pearlyn Tan - Administrative Assistant

We are delighted to welcome Pearlyn who will be working two half days each week as Administrative Assistant. Pearlyn will be responsible for our accounts and providing administrative support to the Association.

Pearlyn says, 'I am very excited to be part of the team and look forward to getting to understand more about the work of the Association.'

Pearlyn will be in the office on Tuesday and Friday mornings.



Janie Roberts—Counsellor



Counselling at Fragile X Association

Recently I have spoken to a number of people with Fragile X and parents of adults with Fragile X who are struggling to find suitable employment.

Matt, Teena and Stacey-lee have agreed to share their experiences.

My name is Matt. My wife Teena, our daughter Stacey-lee, who has Fragile X, and I wanted to write to highlight the lack of support for young people with disability trying to find employment.

In Stacey-lee's final year of school a job placement agency came to the school and spoke about the work they do to place young people with disability into the work force with full on-site support from the agency. Unfortunately we have found that this wasn't the case for Stacey-lee.

When Stacey-lee finished school in 2009 the agency found her a job at a cafe in Brisbane. For the first 2 weeks Stacey-lee received some assistance from the agency but we found that they slowly stepped away when Stacey-lee needed them the most. We believe this was due to lack of resources.

The owner of the cafe was very supportive but due to the lack of assistance from the agency could not continue to employ Stacey-lee as they could not step in to give her the support she needed, which was understandable.

From that time on, Stacey-lee has had two more positions - both were found by Teena and I without the assistance of the job agency. The first was in a florist and lasted for six months in 2010 on a one day a week basis until the business closed. During this time the agency only spent two half days with Stacey-lee.

We recently found Stacey-lee a volunteer job at an aged care home. Although the job agency picked her up and dropped her home on the days she volunteered they spent only about two half days with her over a six week period.

Stacey-lee's job at the aged care home didn't work out as Stacey-lee found it difficult to cope with some tasks where help was needed and not provided.

Stacey-lee continues to go to the agency on approximately 3 week cycles for job search workshops where Stacey-lee is required to search on-line for any employment opportunity but for her there has been no offers of employment to date. We do not feel this is a proactive way to place Stacey-lee into the work force but simply a record of her attendance at the workshops to maintain funding.

There seems to be a lack of understanding from employers about what a person with Fragile X might need in order to thrive in the workplace.

I would like to ask for your ideas and experiences on what has worked, what hasn't and what we could do to make a difference.

What might an employer need to know about how a person works best and what supports might be needed for this to happen?

We have an excellent flyer on our website called *How can you work well with Jane or John* and we would like to develop these resources further. If you can share your ideas then they can be collated and made into an information pack that we can provide to agencies and potential or existing employers.

Please email janie@fragilex.org.au or ring Janie on 1300 394 636. Thank you.

Resources for parents and schools

I've had many people asking me about ways that they can support their children at school or for information that they can give their school so that the teachers better understand Fragile X. I've found a few resources which have been really useful:

Lesson Planning Guide for Students with Fragile X Syndrome - A Practical Approach for the Classroom
Produced by The National Fragile X Foundation Education Project

This guide is intended for classroom teachers who may have little or no exposure to children with Fragile X. Our goal is to help make the teaching and learning environment from preschool through high school more effective, more efficient, and more rewarding for teachers and the student (s) with Fragile X. The publication is available for download online at <http://www.fragilex.org/treatment-intervention/education/lesson-planning-guide/> or hardcopies available from the Fragile X Alliance for \$33



Physical as Anything This website was developed by NSW Department of Education and Communities and The Children's Hospital Westmead - The website contains detailed information on over 50 medical, developmental and psychological conditions including Fragile X . It provides information on the educational implications, with a range of resources to assist in effectively supporting students. www.physicalasanything.com.au

No Longer Fragile: Education strategies for parents and teachers of fragile X children

An education programme that introduces Fragile X-specific teaching and behavioural strategies into homes, preschools and schools. Developed by the Fragile X New Zealand Trust the programme provides teaching strategies and resource ideas to the team supporting an individual child with Fragile X (parents, caregivers and educators). The programme has been developed in consultation with Dr Marcia Braden, leading international authority on Fragile X education and behaviour. <http://www.fragilex.org.nz/education>

The Educational and Emotional Difficulties Experienced by Girls with Fragile X Syndrome Presentation by Dr Lesley Powell, Educational Consultant (Children with Learning Disabilities) in Perth, Western Australia to the Fragile X Society National Family Conference October 2005

In this paper Lesley Powell talks about the educational and emotional difficulties experienced by girls with Fragile X. - <http://tinyurl.com/7vyxwjs>

We also have a number of books in our library which are helpful including *Issues and strategies for educating children with fragile x syndrome* by Randi Hagerman and others, and *Fragile. Handle with Care* by Maria Braden and *Educating children with fx syndrome* with various contributors.



Please contact me if you know of any other resources that have been helpful or would like to talk to me about issues you or your child may be facing around education.

Janie is the Association's counsellor and provides free counselling and can also assist with information and resources. Janie is in the office on Monday, Tuesday and Thursday each week.

Service Seeker

Wanting to find information about services available in your local area?

The Infoxchange Service Seeker (ISS) is an electronic directory of health and welfare services across Australia. There are currently details of more than 286,000 agencies and services that can be searched by State, postcode and keyword or focus.

Service Seeker is available at www.serviceseeker.com.au



Book review

Growing Up with Fragile X Syndrome: The Road to Marty Campbell - by Robyn Iredale

Reviewed by Randi J. Hagerman, MD, Medical Director of the M.I.N.D. Institute, Endowed Chair in Fragile X Research UC Davis Health System:

Robyn Iredale has written a very personal account of raising her son Marty Campbell who has Fragile X syndrome, the most common inherited cause of intellectual disability and autism.



How Robyn and her husband's busy academic lives have been impacted by the diagnosis and adventures in raising Marty is very enjoyable reading. Marty is unusual in that he is high functioning with a pre-mutation (a smaller mutation than a full mutation in the Fragile X gene) and his personality is endearing and quirky. He has unusual interests and demands that have made for a lively book about the experiences of a family.

Academics, researchers and people dealing with the Fragile X mutation themselves can learn from how this creative family dealt with the waves of life, with peaks of poignancy to the frustrations of fitting into a world that does not know about Fragile X syndrome. The strengths of this family are admirable and a model for others. This book will help to spread the word about Fragile X and let you into the inner world of a disabled and remarkable young man struggling to be independent and fulfill his dreams in life.

Perth Clinic and Seminar

The final clinic and seminar funded by the Newman's Own Foundation was held on 26 and 27 April 2012 in Perth.

NEWMAN'S OWN
FOUNDATION

The Association is extremely grateful to the Foundation for providing funding for this clinic and seminar in Perth and earlier clinics and seminars in Townsville and Canberra.

We also want to acknowledge the support and assistance of the Fragile X Alliance who we worked with in Perth and Townsville and the Westmead Fragile X clinic in Canberra

The Perth seminar was attended by 95 people including people with Fragile X and their families, pediatricians, teachers, educators, occupational and speech therapists and support workers.

We were also pleased that Dr Ron Chalmers, Disability Commissioner WA spoke at the seminar.

Perth Clinic and Seminar – a family’s perspective

We have asked Linden Knight who attended the clinic with her two children Adam and Kendall and also, together with her husband Rob, attended the seminar, to talk about her experience.

Clinic

Linden and Rob have two children, Adam, who is 16 years old and Kendall who has turned 14. They both have Fragile X. Now they are older they are facing new challenges. It was with this in mind that Linden decided to take part in the clinic conducted by the Fragile X Alliance.

Linden says about the clinic. ‘It has been great to meet a group of experts who have a real understanding of what it is like to live with Fragile X and how to manage and treat it. They could provide me with specific specialist information and advice for my children’s unique needs.

They have reenergized me and have provided me with a new plan to attack the teenage years. I so wish this type of thing was available to me as a young mother with young children facing an uncertain future. We are isolated over here in Perth and awareness is low. This is a constant frustration for parents trying to do the best for their children.’

Linden also tells of her own journey with Fragile X and how the recent clinic has helped her understand her own reactions.

‘Having a child like Adam has been difficult for me. By nature I am an organised, quite analytical person and found it hard to be always living and trying to survive in the chaos created by Adam’s Fragile X and associated ADHD behaviors.

When I look back on my life and how having attended the clinic I can see how being a carrier has affected me throughout the years socially and how some of my behaviors fit in with being a carrier of Fragile X.

These types of clinics are not just for the children or those fully affected by Fragile X, that’s what’s so great about them. They help the whole family and provide hope and tangible steps for the future no matter what stage you are at.’

Seminar

Linden also provides insight into the seminar held on the following day featuring the team from the clinic.

Linden commented that although she had much of the knowledge provided due to her personal experience it was great to see so many professionals undergoing the learning experience and to re-connect with many of the families.

Rob, Linden’s husband, attended which Linden says was a valuable experience for him. ‘Because of our rural situation and needing to be in Perth to access services for Adam and Kendall, I tended to handle things as they arose. It was great for Rob to attend and for the other half of our parent group to be brought up to speed. He really enjoyed talking to parents and specialists and to be informed about this next stage we are entering.’



Linden said it was a great couple of days and fantastic to be a part of both the clinic and the seminar for my family as a whole. ‘You (the Association) are doing a great job and I just hope for all those Fragile X families out there who desperately need help that you can continue to provide this valuable service.’



Research

Research into the impact of glutamate receptor blockers

A recent study finds that a new compound reverses many of the major symptoms associated with Fragile X syndrome (FXS), the most common form of inherited intellectual disability and a leading cause of autism. The paper, published by Cell Press in the April 12 issue of the journal *Neuron*, describes the exciting observation that the FXS correction can occur in adult mice, after the symptoms of the condition have already been established

Fragile X patients suffer from a complex set of neuropsychiatric symptoms of varying severity which include anxiety, hyperactivity, learning and memory deficits, low IQ, social and communication deficits, and seizures. Previous research has suggested that inhibition of mGlu5, a subtype of receptor for the excitatory neurotransmitter glutamate, may be useful for ameliorating many of the major symptoms of the disease.

The new study, a collaboration between a group at F. Hoffmann-La Roche Ltd. in Switzerland, led by Dr. Lothar Lindemann, and a group at the Picower Institute for Learning at the Massachusetts Institute of Technology, led by Dr. Mark Bear, used a newly developed mGlu5 inhibitor called CTEP to examine whether pharmacologic inhibition of mGlu5 could reverse FXS symptoms.

The researchers used a mouse model of FXS and administered CTEP after the brain had matured. "We found that even when treatment with CTEP was started in adult mice, it reduced a wide range of FXS symptoms, including learning and memory deficits and auditory hypersensitivity, as well as morphological changes and signaling abnormalities characteristic of the disease," reports Dr. Lindemann.

Although the CTEP drug itself is not being developed for humans, the findings have significance for human FXS. "The most important implications of our study are that many aspects of FXS are not caused by an irreversible disruption of brain development, and that correction of the altered glutamate signaling can provide widespread therapeutic benefit," explains Dr. Bear.

The researchers agree that future work may shed light on treatment of FXS in humans. "It will be of great interest to see whether treatment of FXS in human patients can be addressed in a similar broad fashion and with a similar magnitude as was suggested by our preclinical data," conclude Dr. Lindemann and Dr. Bear. "We anticipate that disturbed signaling can be corrected with other small molecule therapies targeting mGlu5 that are currently being used in human clinical trials."

Cell Press (2012, April 11). Fragile X syndrome can be reversed in adult mouse brain. ScienceDaily. Retrieved June 1, 2012, from <http://www.sciencedaily.com/releases/2012/04/120411132053.htm>

Transition study - NSW

A research team is interested in collecting transition stories of adults aged 40-65 who have a disability and live in NSW. It can be any kind of transition (like moving house, changing jobs, retiring, changes due to getting older etc) and the person can have any kind of disability that developed or existed before the person was 18 years of age.

Complete stories at www.surveymonkey.com/s/Adult_transition_project, or via a phone or face to face interview.

Potential participants can call 02 6680 5680 or email Dr Orit Ben-Harush, Research Assistant, Northcott Ballina on orit.ben-harush@northcott.com.au to arrange a story telling.

A potential participant can ask a proxy – such as a carer, relative, or friend - to complete the survey on his/her behalf if he/she wants. Study results will be provided to the NSW Government Department of Ageing, Disability, and Home Care.

Research

The CARES Questionnaire

Researchers from the Cambridge Intellectual and Developmental Disabilities Research Group, University of Cambridge (UK) are carrying out an online survey about situations that might increase or decrease the chances of a child/adult with epilepsy and intellectual disability having a seizure.

They are asking those who care for or support people with Fragile X and other syndromes to find out how physical, environmental or emotional things might affect the chances of having a seizure.

The researchers hope that learning more about this will lead to improved seizure management for people with Fragile X and other syndromes with high rates of epilepsy and intellectual disability.

- Are you aged 18 or above?
- Do you provide care or support for a child or adult with Fragile X syndrome who has epilepsy and an intellectual disability?
- Have you known this person for at least a year?
- Are you the one who knows this person best, out of the people who care for or support this person?
- Has the person you support had at least one epileptic seizure in the last 12 months?

If your answer is 'yes' to all of the above questions, you are eligible to take part and you are invited to complete this online survey. Your responses are valued whether or not you have noticed anything about when seizures seem more likely to occur in the person you care for.

The questionnaire will take around 30 minutes to complete. For further information and to access the survey, please go to the website below and enter the password "cambridge" (all lower case).

http://cambridge.qualtrics.com/SE/?SID=SV_bPf0Cpam8E48ya0

Alternatively you can contact the researcher, Jo Illingworth, directly at ji22@cam.ac.uk. The research has been approved by the University of Cambridge Psychology Research Ethics Committee (ref 2011.37).

What will happen to the findings of the study?

The findings will be written up in Jo Illingworth's PhD thesis. Results may also be presented at conferences and written up in scientific journals. A summary of the findings will be sent to the charities helping with distribution of the survey. Results are normally presented in terms of groups of individuals. If any individual data are presented, the data will be totally anonymous, without any means of identifying the individuals involved.

Research Trials database - US

The National Fragile X Association has included a new page on its website that gives information about ongoing clinical trials that are taking place in the United States.

The page also includes a podcast featuring Robert Miller of the National Fragile X Foundation and representatives of the major pharmaceutical companies involved in ongoing Fragile X Clinical Trials. They were asked a series of questions about clinical trials including Why are clinical trials important? and How do clinical trials contribute to the usefulness of new drugs? The information is available at <http://www.fragilex.org/research/clinical-trials-opportunities-for-families/ongoing-clinical-trials-for-fragile-x/>



Research

The National Fragile X Foundation survey

We would like to encourage members to take part in this survey being undertaken by the National Fragile X Foundation in the US together with RTI International and the University of North Carolina at Chapel Hill.

To be involved with this and other surveys undertaken by the Foundation enroll in *Our Fragile X World*, at www.ourfragilexworld.org. You will then be able to participate in the current survey and will be sent information about new surveys. The current survey is The National Fragile X Survey Phase II.

The National Fragile X Survey-Phase II

- What job opportunities are available to young adults with Fragile X syndrome?
- When do parents tell a daughter that she is a carrier of Fragile X syndrome?
- How knowledgeable is your child's doctor about Fragile X syndrome?
- How do you plan for the long term care of adult children with fragile X syndrome?



With your help, ***Our Fragile X World's*** new survey, The National Fragile X Survey – Phase II, will provide answers to these important questions and many more!

The survey asks questions about many different topics important to families and individuals with fragile X syndrome such as: autism, social skills, leisure activities, functional and daily living skills, adulthood and guardianship, health care and treatment, female reproductive health, and family adaptation and communication. The purpose is to gain a better understanding of how Fragile X syndrome affects both families and children.

Your participation in this survey is entirely voluntary and all your responses will be kept confidential. No personally identifiable information will be associated with your responses in any reports of this data. Should you have any questions or comments, please contact fragilex@rti.org

Family Support news

Queensland - Mel Mikkelsen

The Kianawah Freemasons held a Sausage Sizzle at Bunnings Cannon Hill on 28 April 2012 to raise funds for the Association.

Despite bad weather they were able to attract many people to buy sausage sandwiches and drinks..

We are grateful for the work of the Kianawah Freemasons who have raised funds for the Association over a number of years.

We would like to thank them for their ongoing support, particularly of our work in Queensland and for raising awareness of Fragile X in the community.



Family Support news

NSW - Christine Kelleher

Picnic

The Annual Picnic Day was held on Sunday 1 April at Putney Park Ryde. It was a fabulous day with barbeque, cricket and a chance for old and new families to meet and catch up. The picnic is held annually and is a fantastic way for Fragile X families to meet and make new connections.



Australian Catholic University

For the second year running Doug Rodgers and I were asked to speak about Fragile X to students studying Disability Studies & Inclusive Education at the Australian Catholic University in Sydney. Many of these students will have careers working with children so it is fantastic to be able to give them an understanding of Fragile X.



Bunnings Sausage Sizzle - Belrose

The Bunnings Sausage Sizzle was held at Belrose on Saturday 26 May. The weather was excellent and we had a steady stream of customers. Thank you to everyone who volunteered to help on the day.

Swimming and bike riding challenges for Fragile X

Cowra Swimming Challenge

Brian Murphy from Cowra NSW has undertaken a swim challenge to raise money to support the Fragile X Association. Brian set himself a challenge to swim 150km in his local pool during the 2011/2012 swimming season. Brian managed to swim 152 kms which equals an amazing 3040 laps of the pool.

Brian was supported by friends and family along with the Cowra Rotary Club. We would like to thank them all for their donations and most of all Brian for choosing to support the work of the Association through his challenge.

Cycle Queensland 2012

Candice Stingel has started a fundraising page through Every Day Hero to raise money for the Association's work. She is working towards riding the final 30 km of Cycle Queensland which will be held in September. As well as training for the challenge she has a funny and moving blog where she talks about her reasons for being involved - here's some of what she's said:

I have very personal reasons for wanting to raise some money for the Fragile X Association. Our son was recently diagnosed with Fragile X Syndrome (FXS). The Fragile X Association provides much needed support and resources for families like us and little people like our son, Hunter.

This page happened before my very eyes...what I thought would be a complicated process turned out to be one of the easiest ways to fundraise for a great cause, however because I haven't ridden a bike for quite some time, the real challenge will be riding in September, but my health and heart need that challenge and your support, love, generosity and our little boy will be all the inspiration I need.

If you would like to support Candice and the Association please go to http://www.everydayhero.com.au/candice_stingel

Protection for workers with a disability



Protection for workers with a disability

Under Australian workplace law employees - and prospective employees - are protected from unlawful workplace discrimination.

In the past few years disability has been the number one attribute leading to discrimination complaints received by the Fair Work Ombudsman. Disability discrimination is not okay and the Fair Work Ombudsman can help.

There are laws to protect people with a disability from discrimination in the workplace. One of the forms of unlawful discrimination covered by the *Fair Work Act 2009* is when someone is subjected to adverse action because of his or her disability.

Adverse action includes:

- dismissing an employee
- injuring the employee in his or her employment
- altering the position of the employee to the employee's prejudice
- discriminating between the employee and other employees of the employer
- refusing to employ a potential employee
- discriminating against the potential employee in the employment terms and conditions offered.

Some examples of what adverse treatment includes:

- being rejected for a job during the recruitment process
- being offered different (and worse) terms and conditions of employment to other employees
- verbal or physical abuse from an employer or colleagues
- being isolated or excluded by colleagues or managers
- being paid differently (and worse) to people who work in the same role and have the same experience
- being given much more unappealing/difficult duties than other people in the same role
- not being provided with adequate equipment or facilities
- having limited or no opportunities for promotions, transfers, or training.

Visit www.fairwork.gov.au/discrimination to find out more about workplace discrimination and how the Fair Work Ombudsman can assist. Or call the Fair Work Infoline 13 13 94, Mon – Fri 8.00am – 6.00pm local time.

To discriminate is to isolate. Workplace discrimination is *not* okay.