

Anti-Discrimination Policy

At Cullinan Property Management we are committed to meeting our legislative obligations relating to discrimination and will take all reasonable steps to provide and maintain a working environment free from behaviours and actions that may be discriminatory.

What is Discrimination?

Discrimination is treating, or proposing to treat, someone unfavourably because of a personal attribute. It is also imposing an unreasonable requirement, condition or practice that disadvantages someone with a personal attribute.

It is unlawful to discriminate against someone in relation to certain personal attributes. This means that landlords and real estate agents cannot refuse someone accommodation or discriminate against someone during their tenancy on the basis of personal attributes protected by law. The following is a list of some protected attributes that are sometimes discriminated against in the rental market:

- age;
- disability (including physical, sensory, intellectual disability and mental illness);
- employment activity;
- expunged homosexual conviction;
- gender identity;
- marital status;
- parental status or status as a carer;
- physical features;
- political belief or activity;
- pregnancy or breastfeeding;
- race;
- religious belief or activity;
- lawful sexual activity or sexual orientation;
- sex or intersex status;
- association with someone who has these personal attributes.

These personal attributes are protected by law and extend to agreements under the Residential Tenancies Act 1995 (SA). It is against the law for a landlord or their agent to treat someone unfavourably or discriminate against someone because of these personal attributes when they are applying for a rental property, occupying a rental property or leaving a rental property.

Discrimination on the basis of any of these personal attributes may contravene South Australian laws including the Equal Opportunity Act 1984 (SA), as well as a range of Commonwealth Acts including the Age Discrimination Act 2004, Disability Discrimination Act 1992, Racial Discrimination Act 1975, Sex Discrimination Act 1984 and Australian Human Rights Commission Act 1986.

In some limited circumstances, discrimination may not be unlawful, including accommodation provided for children, shared family accommodation and student accommodation (for example, a community housing provider who is funded to provide youth housing may positively discriminate to provide accommodation for a young person).

Examples of unlawful discrimination in applying for a property

- Refusing or not accepting your application because you have children, unless the premises is unsuitable for occupation by children due to its design or location.
- Processing your application differently to other applicants and not sharing your application with the landlord because you have a disability or because of your race.
- Offering you the property on different terms by requiring more bond or requiring you to have a guarantor because of your age.
- Refusing to provide accommodation because you have an assistance animal.

Examples of unlawful discrimination when occupying or leaving a property

- Refusing to agree to you assigning your lease to someone else because of that person's personal attributes.
- Refusing to allow you to make reasonable alterations or modifications to the property to meet your needs if you have a disability.
- Extending or renewing your agreement on less favourable terms than your original agreement based on your protected attributes (e.g. due to a disability).