

TABLE OF PROTECTED ATTRIBUTES UNDER ANTI-DISCRIMINATION IN EMPLOYMENT LEGISLATION

Attribute	Victorian Law	Federal law
age	✓	✓
disability	✓	✓
race, colour, ethnic background	✓	✓
sex	✓	✓
political opinion	✓	✓
sexual orientation	✓	✓
marital status	✓	✓
carer or parental status	✓	✓
pregnancy	✓	✓
gender identity	✓	✓
breastfeeding	✓	✓
religion	✓	✓
industrial Activity (eg. union membership)	✓	✓
inquiring about (or requesting compliance with) employment entitlements (eg. minimum wage)	✓	✓
physical features	✓	x
expunged homosexual conviction	✓	x
lawful sexual activity	✓	x
association with a person any of the above	✓	x