

THIS PAPER WAS PREPARED BY:
DAVID W. NORTON
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Member's of Board, Ladies and Gentlemen

I asked if I could be heard by this Commission, because I have been discriminated against by 5 different companies, of which 3 of those companies receive funds from the tax-payers purse to aid clients who are looking for a chance to rejoin or join the workforce and also have a disability.

Now, the first time I was discriminated against; was when I applied for a position as a part-time baker (of which I am a baker), I went to his shop for an interview and to cut a long story short). He said to me, "Get your beard shaved off, (of which it was like it is today neat!) and your hair cut, from the shoulders-up to just below ears before Thursday and you can have the job!" So I done what he asked me to do. Then go back and show him on Wednesday night and if I done everything, the job was mine. So I was very elated. I was 50 yrs old then.

The first two government backed employment agencies, informed me that they would not enter me, to register for F/T, P/S or casual work, because of my disability.

You see Ladies and Gentlemen, I have a “hidden disability”, of which I’ve had since 1981, eight months after having my first spinal operation, I started these funny turns, whereas, I’d be sitting, standing, walking, laying down resting, a bike ride, showering or bath and it doesn’t matter whatever the reason, I tend to lose my consciousness for anywhere; (so far it’s been 13 hours that I am unaware what or what’s happening and I have one all mighty headache on the left side only. I don’t lose control of bowels and what have you, I just seem to “black out”. Mr Bruce Taylor has been treating me, for a very long time, but to no avail at present.

The last employment agency, I joined to do a “Numeracy and Literacy” course so I could learn the computer, if I was 100% with numeracy and Literature, then I’ll be able to work in a desk job in the trade of bread baking. Anyway, during the course, I was under investigation for possibility of contacting “TB”. Also I was informed by my GP that I had “gall stones” and was admitted to hospital, about half way through the course.

I asked my GP for a Medical Certificate. He gave me one on the 11th November 2002, stating that I would be unable to attend the next 4 weeks of the course, of which was 2½ hours per week. I gave my Certificate to one of the reception staff, who informed me there and then, “David, we don’t want this, as we have cut you from the course, because

of your sickness!!”. I was stunned, as I really was not missing on anything, as at times that I was sick, I would either pick it up personally or it was posted, lessons to do at home. I was already doing more than the other students, therefore, I see no reason for the government funded employment agency, to stop me in finishing the course. From memory, the course only had about 3 weeks to conclude.

I cannot name the agency nor anyone connected to this last employment agency, as there is a very strong indication that I have been discriminated against by them under Section 16(k) using both the direct and indirect discrimination provisions, as well as Section 104 of the Act.

I am not out to cause problems for anyone, but I have told myself, no more, if there is evidence there, then I’ll take whatever legal options that there are, so that justice can be done.

It’s bad enough being over 50, let alone being discriminated against because of your disability, in trying to gain employment, we all know this is ruddy near impossible.

Way back in approx 1986, I was working for a bakehouse, as a Jack of all Trades and I had ½ hour of my shift to go (7:00 pm – 6:00 am) as Floor Manager when the last thing I remember, I was loading a walk-in

oven of rolls. It's about 5:25 am, the next thing, I am waking up in hospital.

After going back to work, for a shower and change to go home, when the boss walked in the locker/shower room and asked me what happened, I informed him that I didn't know what happened and as he was told what happened by the Foreman of Pastry and Bread Section, who added after extra explanation because no one liked the Foreman. Anyway, the boss said: "David, I don't want any more of what happened this morning or else I'll have to send you on your way, because of your problem!". Those were true allegations of anti-discriminations made against me.

Unless anyone who has been discriminated against they would not know how hurt one feels when this happens to them. I have not even been back to that employment agency, since it happed last November/December.

It's not a very nice thing to do to anyone, I should know, I have had it done, no less than four times, of which I have only taken legal action against one company, for the time being.

I hope that I have not rambled on. But I along with other V.I.P's and friends wish to take action, as I feel that compensation should be awarded to me.

Once again, I thank the Disability Discrimination Inquiry Board, for the chance to speak at the inquiry and put a couple of submissions.

Thanking you.

[Signed]

D.W. Norton
21/05/03

SUBMISSION BY D.W. NORTON
DATED 21 MAY 2003

- 1) The Commissioner should not need 42 days in which to accept or reject a claim for investigation under the provisions of the *Anti-Discrimination Act 1998*, because anyone with a serious disability; like mine for instance, I don't remember what happens or if I have done something illegal during the time/length that, as the old saying goes: "He's floating in heaven, he doesn't know what he's doing, for some periods of up to 10-11 hours".
- 2) When someone lodges a claim under the Discrimination Act, it is dealt with no less than 3 people, whereas, it should be made less stressful for some people with a disability, because it takes a long time for it to be settled either way.

I recommend that if a person has a disability of some degree, only one person deal with the complaint and deal with it as soon as time allows.

- 3) I do not know at this time of writing this, I think that the government should double the penalties, because it is only becoming true, about how anti-discrimination is happening in our society in a big way.
- 4) A Legal Aid Lawyer should be made available for the person, who is claiming to be discriminated against.

This is the end of my speech and submission's.

[SIGNED]

D.W. Norton