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## G Conduct of the Inquiry

This appendix outlines the inquiry process and lists the organisations and individuals that have participated.

Following receipt of the terms of reference on 5 February 2003, the Commission placed a notice in the press inviting public participation in the inquiry and released an issues paper to assist inquiry participants in preparing their submissions. The Commission received 248 submissions before releasing the draft report in October 2003. A further 125 submissions were received following the release of the draft report (a total of 373). Those who made submissions are listed in table G.1.

The Commission also held informal discussions with organisations and government departments and agencies. This visit program assisted the Commission to obtain a wide understanding of the issues and the views of inquiry participants. Organisations visited by the Commission are listed in table G.2.

Between May and July 2003, the Commission held pre-draft report public hearings in all capital cities. In addition, public hearings were held via teleconference with participants from New South Wales and Queensland in August 2003. Following the release of the draft report a second round of public hearings were held in Canberra, Hobart, Sydney, Melbourne and Brisbane in February and March 2004. Additional hearings via teleconference were held in January and March 2004 with participants from around Australia. Hearings were attended by 190 individuals and organisations (table G.3).

In June 2003, the Commission conducted a series of visits in Alice Springs, to discuss issues relating to the inquiry and to Indigenous Australians. The Commission held forums in the Central Hume and Upper Hume regions of Victoria, and in Perth.

Submissions, transcripts of hearings and notes from the forums and Alice Springs visits are publicly available.

To facilitate public participation in its processes and outputs, publications were made available in standard, large print, audio, Braille and electronic formats. Public hearings and forums were held in accessible venues.

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**Table G.1 Submissions received**

<i>Participant</i>	<i>Submission no.</i>
Ability Technology Limited	DR295
Aboriginal and Torres Strait Islander Commission (ATSIC)	59
Access Design and Inspection Consultants	18, 228
ACE National Network	DR361
ACROD	45
ACT Disability Advisory Council	214
ACT Discrimination Commissioner	151
ACT Government	DR366
Action for Community Living	DR330
Advocacy Tasmania Inc	130
Advocates for Survivors of Child Abuse	185
Agnes Misztal	160
Albert Hopkins	208, 217
Andrew Van Diesen	93, DR333
Andrew Wardle	DR261
Animal Welfare Advisory Council	216
Anita Smith	127
Ann Want, Australian Chemical Trauma Alliance	194
Anne McGerr	177
Anti-Discrimination Board of New South Wales	101
Anti-Discrimination Commission Queensland	119, DR335, DR368
Anti-Discrimination Commission Tasmania	136
Antonio Mastronardi (Senior)	24
ARAFMI Hunter	36
Association for Children with Disability (Tasmania) Inc	140
Association for the Blind of Western Australia	83
Association of Independent Schools of South Australia	135, DR357
Association of Independent Schools of Victoria	99, DR320
Attorney-General's Department	115
Australian Airports Association	213, DR285, DR301

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**Table G.1** (continued)

<i>Participant</i>	<i>Submission no.</i>
Australian Association of Special Education – South Australian Chapter	38, 186
Australian Association of the Deaf	229
Australian Associations of Christian Schools	148, DR268, DR302
Australian Building Codes Board	153, DR297
Australian Chamber of Commerce and Industry	DR288, DR306
Australian Chemical Trauma Alliance	152
Australian Communication Exchange	31
Australian Council of Trade Unions (ACTU)	134
Australian Education Union	39, DR313
Australian Federation of Aids Organisations	88, DR350
Australian Federation of Deaf Societies	233, DR363
Australian Industry Group	DR326
Australian Institute of Health and Welfare	188, DR272
Australian Parent Advocacy Inc	164
Australian Taxi Industry Association	201, DR311
Autism Aspergers Advocacy Australia	DR267
B. Elizabeth Riddoch	DR338
B. Well	DR258
Barbara Prideaux	DR256, DR340
Becky Llewellyn	9
Betty Moore	42, 47
Blind Citizens Australia	72, DR269
Breast Cancer Network Australia	DR373
Brian O'Hart	85, DR293
Bruce L. Young-Smith	80
Bruno Marmo	DR346
Bus Industry Confederation of Australia	DR352
Cadence FM	132
Cancer Council Victoria	DR294
Carers Australia	32
Carol O'Donnell	159, DR273, DR274, DR275

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**Table G.1** (continued)

<i>Participant</i>	<i>Submission no.</i>
Christopher G. Dugdale	DR355
City of Melbourne	224
Communication Project Group	17, DR276
Community and Institutional Parents' Action on Intellectual Disability	21
Cora Barclay Centre	174
Council for Equal Opportunity in Employment	204
Cyril Dennison	107
D. Buckland	DR252
Dare to Do Australia	DR308
Darwin Community Legal Service	110
Daryl John McCarthy	DR278
David Buchanan SC	163
David Cutlan	173
David W. Norton	111
Deafness Association of Northern Territory	73, 89
Deafness Forum of Australia	71
Debbie-Lee McAullay	25
Dennis Denning	109
Department of Employment and Workplace Relations	DR299
Department of Family and Community Services	DR362
Department of Immigration and Multicultural and Indigenous Affairs	DR365
Derrick Yee	14
Des LeFevre	48
Di Black	DR372
Dianne Sulman and family	226
Disability Action Inc.	43
Disability Coalition	67
Disability Council of New South Wales	64, 221, DR291
Disability Discrimination Legal Service	76
Disability Justice Advocacy Inc.	53
Disability Officer, Victorian Tertiary Students Association Network	4

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**Table G.1** (continued)

<i>Participant</i>	<i>Submission no.</i>
Disability Rights Network of Community Legal Centres	74
Disability Rights Victoria	95
Disability Services Commission, Western Australia	44, DR360
Disability Services Queensland	DR371
Don Hughes	69, 170
Dorothy Bowes, Allergy, Sensitivity and Environment Health Association Queensland	155, 222, DR270, DR286
Dorothy Morris	195
Dorothy Wentworth-Walsh	156
E. Hutson	193
E. Prideaux	DR255
Equal Opportunity Commission South Australia	178
Equal Opportunity Commission Victoria	129
Equal Opportunity Commission Western Australia	236
Evribody (Aust) Pty Ltd	DR250
Frank Fisher	200
Frank Hansford-Miller	23, DR336
Frank Schleger	190
Gary Batch	189
George Stanley Foran	DR280, DR312, DR343
Gippsland Carers Association Inc.	203
Gold Coast City Council	205
Graeme Taylor	210, DR249
Guide Dogs Association of SA and NT Inc.	DR292
Harry New	198, 218
Helen Mikolaj	176
Hilary Royes	28
Housing Connection (New South Wales) Inc.	161
Human Rights and Equal Opportunity Commission	143, 219, 235
Hurstville City Council	DR316
Ian Harrison	124

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**Table G.1** (continued)

<i>Participant</i>	<i>Submission no.</i>
Ian Smith	DR353
Ildiko Auer	DR298, DR300
Independent Living Centre New South Wales Inc.	92, 180
Insurance Council of Australia	234
Intellectual Disability Review Panel	207
Intellectual Disability Services Council (South Australia)	162
Investment and Financial Services Association	142, 242, DR349
ISAAC-Australia	182
Ivor Fernandez	DR332
J. Schmidt	DR260
J. Tyers, B. Hamon, B. Edis, G. Hill, A. Milner, B. Grey, B. McCann	34
Jack Frisch	120, 196, DR331
James Buckland	DR253
James Justice Bond	DR337
Jan Hammill	116, DR341
Janet Hope in conjunction with Margaret Kilcullen	165
Jean C. Bailey	98
Jean Young-Smith	227, DR364
Jeff Filsell	DR284
Jennifer Saal	DR257
Jenny Guneratne	2
Job Watch	90, 215
Joe Harrison	55
John S. Fisher	231
John Uri	197
Jondale Pty Ltd	166
Julie Bates	248
Justine Woore	11
K.F. Pennefather	144, DR305
Kaerest Houston	19
Katrina Gosschalk	DR265

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**Table G.1** (continued)

<i>Participant</i>	<i>Submission no.</i>
Kevin Balaam	187
Kiefel Family	168, DR282
Kincumber Lodge Resident Advocacy Group	22, 37
Larry Laikind	70
Law Council of Australia	82
Law Institute of Victoria	81
Lee Ann Bassar	DR266
Leichhardt Council Disability Access Committee	75
Mackay Regional Council for Social Development	87
Mansfield Community Forum	202
Margaret Otlowski	DR319
Mark Hunter	51
Mark O'Dwyer	DR317
Marrickville Council	157, DR329
Maureen Mastellone	DR303, DR327
Maurice Corcoran	181
Maxine Singer	8
ME/Chronic Fatigue Syndrome Association of Australia	211
Media Entertainment and Arts Alliance	60, DR328
Melville Miranda	40, 54, 61, 79, 96, 105, 128, 131, 133, 141, 145, 149, 158, 169, 184, 230, 232, 237, 238, 240, 241, 243, 244, 245, DR323
Mental Health Coalition of South Australia	171
Mental Health Coordinating Council	84
Mental Health Council of Australia	150
Mental Health Legal Centre	108
Mental Illness Fellowship of Australia	DR283
Michael and Denice Bassanelli	175
Multicultural Mental Health Access Program	183
National Association of People Living with HIV/AIDS	88, DR314, DR315, DR321, DR344, DR350
National Capital Authority	154

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**Table G.1** (continued)

<i>Participant</i>	<i>Submission no.</i>
National Catholic Education Commission	86
National Council of Independent Schools' Association	126
National Council on Intellectual Disability	112
National Disability Advisory Council	225, DR358
National Diversity Think Tank	DR324
National Ethnic Disability Alliance	114
National Library and Information Services in conjunction with IT-Test Consortium	206
New South Wales Council for Intellectual Disability	117
New South Wales Government	220
New South Wales Nurses' Association	52
New South Wales Office of Employment Equity and Diversity	172, DR354
Nona Blackburn	DR353
Northern Territory Disability Advisory Board	121
Office of Mental Health, Western Australia	94
Office of the Public Advocate, Queensland	246
Office of the Public Advocate, Victoria	91, DR310
P.R. Pinkawa	DR307
Pam McGillivray	63
Paraplegic and Quadriplegic Association of Queensland	123, 138
Paraplegic and Quadriplegic Association of Tasmania	106
ParaQuad Victoria	77
Patricia Malowney	DR322
Paul Jenkin	100
Paula Wardle	DR262
People with Disability Australia	DR342, DR359
Pete Casey	3
Peter Hesse	5
Peter Simpson	192
Peter Young	199
Physical Disability Council of Australia	113
Physical Disability Council of New South Wales	78

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**Table G.1** (continued)

<i>Participant</i>	<i>Submission no.</i>
Physical Disability Council of the Northern Territory	125
Public Interest Advocacy Centre	102
Queensland Parents for People with a Disability	103, DR325, DR351
Ray Deighton	DR259
Recruitment and Consulting Services Association	29
Rex and Gloria Warren	DR279
Richard Gailey	147
Richard Llewellyn	12
Richmond Valley Access Committee	65
Rita Struthers	118
Robert A. Daly	247
Robert and Pauline Atkins	26
Robert Buckley	104, 223
Robert Hermann	DR277
Robin and Sheila King	56
Roman and Lamphud Marchlewski	DR289, DR304
Ronald J. Soreng	10, 16, 57, DR263
Ronnit Redman	DR348
Rosalie Leaney	50
Rosemary Shanks	7
Royal Institute for Deaf and Blind Children	97
Sally Martin	239
SANE Australia	62, DR264
Souraya Bramston	33
South Australian Government	DR356
SPARC Disability Foundation Inc.	15
Stella Hondros	167, 179, DR281
Stephanie Mortimer	13
Stephen Kendal	146
Stephen Kilkeary	DR309
Sussex Street Community Law Service (Western Australia)	49

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**Table G.1** (continued)

<i>Participant</i>	<i>Submission no.</i>
Tedicore (Telecommunications and Disability Consumer Representation)	122
Terry Humphries	66, DR345
Tom Byrnes	46
Tony and Heather Tregale	30
Toowoomba City Council	35
Trevor Oddy	58
Troy Ellis	41
UnitingCare Australia and UnitingCare NSW.ACT	DR334
Val Pawagi	1, 191, 209, DR251, DR271
Victor Camp	20, DR339
Victoria Legal Aid	DR290
Victorian Automobile Chamber of Commerce	DR369
Victorian Government	DR367
Villamanta Legal Service	212
W. Saedder	DR254
Wayne A Nevinson	137
Women with Disabilities Australia	139, DR318
Women with Disabilities Strategic Consumer Advocacy Project	DR296
Women's Health Victoria	68, DR296
Y	DR370
Yvonne Batterham	DR287, DR347
Ze Qun Niu	6

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**Table G.2 Visits**

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*Organisation*

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Aboriginal and Torres Strait Islander Commission (ATSIC)  
Advocacy Tasmania Inc.  
Alice Springs Disability Services Centre  
Anti-Discrimination Board of New South Wales  
Anti Discrimination Commission Northern Territory  
Anti-Discrimination Commission Queensland  
Anti-Discrimination Commission Tasmania  
Association for Children with a Disability (Tasmania)  
Association of Independent Schools of Northern Territory  
Association of Independent Schools of Victoria  
Attorney-General's Department  
Australian Bureau of Statistics (ABS)  
Australian Chamber of Commerce and Industry  
Australian Industry Group  
Australian Law Reform Commission  
Central Australian Aboriginal Congress  
DDA Standards Project  
Deafness Forum of Australia  
Department of Premier and Cabinet, South Australia  
Department of Premier and Cabinet, Tasmania  
Department of Premier and Cabinet, Victoria  
Department of Health and Community Services, Northern Territory  
Disability Action Inc.  
Disability Advocacy Service  
Disability Discrimination Legal Service  
Disability Services Commission, Western Australia  
Disability Services Queensland  
Employers Making a Difference  
Equal Opportunity Commission South Australia  
Equal Opportunity Commission Victoria  
Equal Opportunity Commission Western Australia

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**Table G.2 (continued)**

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*Organisation*

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Ethnic Disability Advocacy Centre  
Human Rights and Equal Opportunity Commission (HREOC)  
Integrated disAbility Action  
Investment and Financial Services Association  
Jack Frisch  
Lee Ann Basser  
Mental Health Council of Australia  
National Association of People Living with HIV/AIDS  
National Council on Intellectual Disability  
National Disability Advisory Council  
National Ethnic Disability Alliance  
Northern Territory Government  
Ntaria Council, Hermannsburg  
Office of Disability, Department of Family and Community Services  
Office of the Public Advocate, Victoria  
Office of Regulation Review  
People with Disabilities (Western Australia) Inc.  
Physical Disability Council of Australia  
Property Council of Australia  
Tangentyere Council  
Waltja Tjutangku Palyapayi Aboriginal Corporation

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**Table G.3 Public hearing participants**

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*Darwin 27 May 2003*

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Deafness Association of the Northern Territory

Darwin Community Legal Service

Northern Territory Disability Advisory Board

Bruce Young-Smith

Robyn Lesley

Jean Young-Smith

Debra Lovett

Darwin Community Legal Service

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*Brisbane 29 May 2003*

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Paraplegic and Quadriplegic Association of Queensland

Dennis Denning

Larry Laikind

Physical Disability Council of Australia

Mark Hunter

Maroochy Shire Council

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*Brisbane 30 May 2003*

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Rita Struthers

C. Dennison

V. Camp

Anti-Discrimination Commission Queensland

Tedicore (Telecommunications and Disability Consumer Representative)

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*Hobart 4 June 2003*

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Anita Smith

Anti-Discrimination Commission Tasmania

David Norton

Advocacy Tasmania Inc.

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*Hobart 5 June 2003*

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Association for Children with a Disability (Tasmania) Inc.

Disability Rights Network of Community Legal Centres

Mary Guy

K.F. Pennefather

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**Table G.3** (continued)

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*Hobart 5 June 2003 (continued)*

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Cadence FM

Des Le Fevre

Daryl McCarthy

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*Canberra 19 June 2003*

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National Council of Independent Schools Associations

Deafness Forum of Australia

Australian Association of Christian Schools

Trevor and Maree Oddy

Val Pawagi

Stephen Kendal

Carers Australia

Australian Building Codes Board

National Capital Authority

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*Canberra 20 June 2003*

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Mental Health Council of Australia and Beyond Blue

Alexa McLaughlin

Australian Chamber of Commerce and Industry

Action for Autism and Autism/Aspergers Advocacy Australia

ACT Human Rights Office

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*Perth 30 June 2003*

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Brian O'Hart

Rosalie Leaney

Agnes Misztal

Multiple Chemical Sensitivities Self-Help Group

Association for the Blind of Western Australia

People with Disabilities Western Australia

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*Perth 1 July 2003*

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Association of Independent Schools of Western Australia

Disability Services Commission, Western Australia

Debbie-Lee McAulley

Department of Planning and Infrastructure, Western Australia

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**Table G.3** (continued)

*Adelaide 3 July 2003*

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Communication Project Group  
Intellectual Disability Services Council Inc.  
Disability Action Inc.  
Association of Independent Schools of South Australia  
John Teasdale, Tony Borosewicz and Pauline Ryan  
Equal Opportunity Commission South Australia  
Multicultural Mental Health Access Program

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*Adelaide 4 July 2003*

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Cora Barclay Centre  
Mental Health Coalition of South Australia and Mental Illness Fellowship of South Australia  
SPARC Disability Foundation Inc.  
Maurice Corcoran  
Australian Association of Special Education – South Australian Chapter  
Michael and Denice Bassanelli  
Christopher Dugdale

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*Sydney 14 July 2003*

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Disability Council of New South Wales  
David Cutlan  
Maxine Singer  
Human Rights and Equal Opportunity Commission (HREOC)  
Leichardt Municipal Council

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*Sydney 15 July 2003*

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Royal Institute for Deaf and Blind Children  
Peter Simpson  
Physical Disability Council of New South Wales  
Richard Gailey  
Gary Batch  
Independent Living Centre New South Wales  
John Uri  
People with Disability Australia

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**Table G.3** (continued)

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*Sydney 17 July 2003*

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Australian Taxi Industry Association

Investment and Financial Services Association

Public Interest and Advocacy Centre

Antonio Mastonardi

Office of Employment Equity and Diversity, New South Wales

International Society of Augmentative and Alternative Communication, Australian Chapter

National Ethnic Disability Alliance

Mental Health Coordinating Council of New South Wales

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*Sydney 18 July 2003*

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Ann Want

Jack Frisch

Melinda Jones

National Association of People Living with HIV/AIDS

Marrickville Council

---

*Melbourne 22 July 2003*

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Wendy Kiefel

Frank Fisher

Tom Byrnes

Intellectual Disability Review Panel

Council for Equal Opportunity in Employment

Australian Deafblind Council

Niu Ze Qun

Office of the Public Advocate, Victoria

Association of Independent Schools of Victoria

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*Melbourne 23 July 2003*

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Blind Citizens Australia

ME/Chronic Fatigue Syndrome Association of Australia

Disability Rights Victoria

Andrew Van Diesen

Disability Discrimination Legal Service

Dr Harry New

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**Table G.3** (continued)

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*Melbourne 23 July 2003 (continued)*

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Australian Education Union

Elizabeth Ann Don

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*Melbourne 24 July 2003*

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Margaret Ryan

Albert Hopkins

Yooralla

Barb Edis, Cameron West, Andrea Milner and Rhonda Joseph

ParaQuad Victoria

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*Melbourne 25 July 2003*

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Jim McNabb (in camera)

Villamanta Legal Service

Equal Opportunity Commission Victoria

Job Watch

Kevin Balaam

Advocates for the Survivors of Child Abuse

National Library and Information Service

Breast Cancer Network Australia

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*Melbourne 19 August 2003 (Teleconference)*

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Betty Moore

Dorothy Bowes

Robin and Sheila King

Jan Hammill

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*Melbourne 29 January 2004 (Teleconference)*

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Ray Deighton

Wayne Nevinson

Communications Project Group

Dorothy Bowes

Mental Illness Fellowship of Australia

Jeff Filsell

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**Table G.3** (continued)

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*Canberra 4 February 2004*

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Australian Association of Christian Schools  
Australian Chamber of Commerce and Industry  
Australian Airports Association  
Ildiko Auer

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*Hobart 11 February 2004*

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Tasmanians with Disabilities Inc.  
Daryl McCarthy  
Keith Pennefather  
Women with Disabilities Australia

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*Sydney 18 February 2004*

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Disability Council of New South Wales  
Maureen Mastellone and Marina Bridle  
Media Entertainment and Arts Alliance  
Ability Technology Ltd  
Hurstville City Council

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*Sydney 19 February 2004*

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National Association of People Living with HIV/AIDS and Australian Federation of AIDS Organisations  
Dare to Do Australia  
Australian Taxi Industry Association  
Mark and Janice O'Dwyer  
Marrickville Council

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*Sydney 20 February 2004*

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Yvonne Batterham  
Jack Frisch  
George Stanley Foran  
Bryson Guinn  
People with Disability Australia  
Roman, Lamphud and Dolores Marchlewski  
Disability Discrimination Legal Centre of NSW  
Dennis Petrosian

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**Table G.3** (continued)

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*Melbourne 25 February 2004*

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Blind Citizens Australia  
Melville Miranda  
Ivor Fernandez  
National Diversity Think Tank  
Equal Opportunity Commission Victoria  
Australian Industry Group  
Association of Competitive Employment

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*Melbourne 26 February 2004*

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Andrew van Diesen  
Association of Independent Schools of Victoria  
Action for Community Living  
Milan Paliatka and Peter Tanglmayer  
Stephanie Mortimer

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*Melbourne 27 February 2004*

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Janet Hammill  
Lee Ann Bassar  
Victoria Legal Aid  
Australian Education Union

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*Brisbane 1 March 2004*

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Department of Family and Community Services, Office of Disability  
Olivia McMahon  
Queensland Parents for People with a Disability  
Human Rights and Equal Opportunity Commission

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*Melbourne 3 March 2004 (Teleconference)*

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James Justice Bond  
Victor Camp  
Barbara Prideaux  
Frank Hansford-Miller  
Nona Blackburn and Ian Smith  
Brian O'Hart

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**Table G.3** (continued)

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*Melbourne 3 March 2004 (Teleconference) (continued)*

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UnitingCare Australia and UnitingCare NSW.ACT

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Bruno Marmo

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*Melbourne 4 March 2004 (Teleconference)*

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Property Council of Australia

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Terry Humphries

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