

# Human Rights

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Human Rights Day 2022

Promotional toolkit for staff and internal stakeholders



Queensland  
Government

## Human Rights Day (10 December 2022)

### Promotional toolkit for internal stakeholders

Human Rights Day is on 10 December 2022!

It is important that DJAG employees know their rights and understand their responsibility to act and make decisions which are compatible with the [Human Rights Act 2019](#).

You are encouraged to help spread the word by promoting Human Rights Day to your staff and internal audiences.

To make it easy, we've drafted some content that you can copy and paste to your channels.

For more information, or if you have any questions, please contact the Human Rights Unit at [humanrightsunit@justice.qld.gov.au](mailto:humanrightsunit@justice.qld.gov.au).

Thank you for your support!

Human Rights Unit  
Department of Justice and Attorney-General



## Queensland Government staff audience

Below is some content you can use and promote through your Queensland Government intranet, internal newsletters, direct emails and Yammer.

### *Human Rights Act 2019*

All Queensland Government departments and staff have a legal responsibility to act in a way that is compatible with the rights protected by the *Human Rights Act 2019*.

As we go about our day-to-day work, we must consider human rights as part of our decision-making and interactions with the public.

Do you know which rights are protected under the *Human Rights Act*? How human rights could apply to your work? How to deal with a human rights complaint?

It's easy to find out.

Visit <https://www.forgov.qld.gov.au/humanrights> for more information, including how to comply with the Act and apply it to your work.

You can subscribe to the Human Rights Policy and Legislation Network created just for Queensland Government employees [here](#).

You can keep track of recent cases considering the operation of the *Human Rights Act 2019* through the [Queensland Human Rights Commission's case notes webpage](#) and [UQ's Human Rights Case Law Project](#).

## Human Rights Day 2022

It's Human Rights Day on 10 December 2022 and we are raising awareness about some of the events being held around Australia to celebrate.

### Events and resources

#### Queensland

#### [Human Rights Unit – 'Human Rights 101' Introductory session](#)

The Human Rights Unit is hosting a [one-hour presentation](#) on the *Human Rights Act 2019* on Wednesday 7 December 2022 at the Supreme Court Library, Brisbane.

This session is designed as a 'Human Rights 101' introductory session and will provide participants with a broad understanding about:

- the purpose of the Act and its origins in international human rights law
- the human rights set out in the Act
- the obligations in the Act and the impact on government service delivery and decision-making.



This session is ideal for DJAG staff who are yet to receive any training on the Act, or who simply wish to attend a refresher.

Seats are limited and staff will need to [register to attend](#).

## Queensland Human Rights Commission – *Close To Home*

The Queensland Human Rights Commission's (QHRC) theme for its Human Rights Week 2022 is *Close To Home*. This theme recognises the importance of human rights at a local level, helping people and their communities.

Information about QHRC Human Rights Week webinars and resources is available on the QHRC website: <https://www.qhrc.qld.gov.au/human-rights-week-2022>.

## Victoria

### Victorian Equal Opportunity and Human Rights Commission – 2022: A week of action for human rights

The Victorian Equal Opportunity and Human Rights Commission (VEOHRC) is hosting a week of action to make rights real. You can sign-up to receive a daily email with a small action you can take to help makes human rights real.

Information about the VEOHRC week of action is available on the VEOHRC website: <https://www.humanrights.vic.gov.au/about-us/human-rights-week>.

## Social media

We've drafted social posts for you, but feel free to like, share and/or retweet our Facebook, Instagram and Twitter posts – found under our account **@justiceqld** (follow us if you aren't already!)

### Message 1

Human Rights Day is on 10 December 2022! Queensland's *Human Rights Act 2019* protects you and your fundamental human rights. Under the Act, we're creating a more modern, fair and safe environment for the community. Find out more at [www.qld.gov.au/humanrights](http://www.qld.gov.au/humanrights).

### Message 2

Happy Human Rights Day! It's important that every Queenslanders understands the human rights protections that are in place as part of the *Human Rights Act 2019*. Find out your rights by accessing the plain language guide and its translations into Simplified Chinese, Vietnamese and Torres Strait Creole at [www.qld.gov.au/humanrights](http://www.qld.gov.au/humanrights).



## Promotional tools

### Screen saver, social media post, hero slider and posters

We have pulled together some imagery that can be included in emails and social media posts, and on internal communication platforms, to promote Human Rights Day 2022.

We've attached jpgs to this toolkit that will suit:

- web
- print and digital media
- social media.

Also attached are posters which promote Human Rights Day 2022. We encourage you share these among your network and encourage Team Leaders to display in work areas within your department.

### Email Banner

Show your support by [adding this](#) human rights email banner.

Email banner instructions:

- Select the email banner attachment in the email and save the file to your PC.
- Open a new message in Microsoft Outlook and select Insert > Signature > Signatures.
- In the Select signature to edit box, choose the signature you want to add the banner to.
- Select the Image icon, locate your image file, and select Insert.
- To resize your image, right-click the image, then choose Picture. Select the Size tab and use the options to resize your image. To keep the image proportions, make sure to keep the Lock aspect ratio checkbox checked.
- Optional: Add a hyperlink to the Human Rights Portal - Select the image, select the Hyperlink icon, in the Address field enter <http://www.forgov.qld.gov.au/humanrights>. Select OK.
- When you're done, select OK, then select OK again to save the changes to your signature.

## Education, training and awareness

### Guides, factsheets and presentations

There is a range of guides, factsheets and presentations that you can promote to your staff about the Human Rights Act on the [Human Rights Portal](#).

#### Factsheets

- A human rights approach for Queensland
- Protected human rights factsheet
- Courts and tribunals, and protected human rights factsheet
- Public entities and human rights factsheet
- Human rights complaints factsheet



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- Opt-in to the *Human Rights Act 2019*

## Guides

- A plain language guide to your human rights (available in English, Simplified Chinese, Vietnamese and Torres Strait Creole)
- Nature and scope of the rights
- When human rights may be limited
- Human rights in decision making
- Planning and reporting for human rights
- How to review existing legislation for compatibility with human rights
- How to review policy and procedures for compatibility with human rights
- Develop policy and legislation compatible with human rights
- Human rights training handout
- Checklist to identify public entities
- Checklist for implementing the *Human Rights Act*
- Learn about the Queensland Government Human Rights Strategy
- Incorporate human rights into your complaints processes
- Human rights and procurement: A guide for government buyers

## Presentations

You may also want to use Human Rights Day 2022 as an opportunity to talk to your staff about the Act.

- Use the **“Apply human rights in your work”** presentation (with notes) to discuss obligations under the Act with your team.
- Use the **“What human rights are protected in Queensland”** presentation (with notes) to understand the rights protected under the Act.

## Training

As part of (or in the lead up to) Human Rights Day 2022 you may want to show a video to staff which helps to educate staff on the rights and obligations under the *Human Rights Act*.

Queensland Government employees can access the following videos on the [Human Rights Portal](#):

- [Human Rights 101 video](#) (30 mins)
- [Recordings from the Human Rights Policy and Legislation Forums](#). Topics include:
  - Statements of Compatibility and Human Rights Certificates tips and tricks
  - Human rights information and research
  - COVID-19 and human rights – from Neroli Holmes, Deputy Commissioner at the Queensland Human Rights Commission
  - Human rights as part of the legislative drafting process – from Dr Katy Le Roy, Deputy Parliamentary Counsel in the Office of the Queensland Parliamentary Counsel
  - Understanding and identifying a 'proper purpose' for limiting human rights – from Kent Blore, Senior Principal Lawyer at Crown Law
  - Suitability and necessity under section 13 of the Human Rights Act 2019 (Qld) – from Kent Blore, Senior Principal Lawyer at Crown Law



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- Human rights and climate change – from Associate Professor Bridget Lewis at QUT and Professor Susan Harris-Rimmer, Director of the Policy Innovation Hub at Griffith University.

There are also short videos available about applying human rights to your work:

- Overview – [applying human rights to your work](#)
- Hypothetical scenario – [using an interpreter](#)
- Hypothetical scenario – [dress code](#)
- Hypothetical scenario – [housing](#).



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