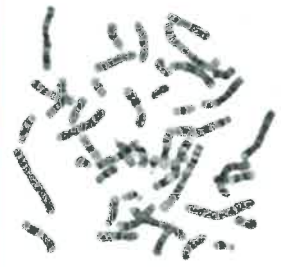


Dr Margaret Otlowski



Implications of Genetic Testing for Australian Employment Law and Practice

Centre for Law and Genetics

Occasional Paper No. 2



University of Tasmania
School of Law



University of Melbourne
Faculty of Law

**Implications of Genetic Testing for
Australian Employment Law and
Practice**

Associate Professor Margaret Otlowski

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Implications of Genetic Testing for Australian Employment Law and Practice*

Chapter One: Introduction

1.1 About this Report¹

This paper is in the form of a report prepared on behalf of our research team (Professor Don Chalmers, Professor Loane Skene, Associate Professor Margaret Otlowski and Dr Dianne Nicol)² as part of a project, funded by the Australian Research Council, to investigate the legal and ethical implications of the human genome project from an Australian perspective. The focus of this report is an examination of the implications of the human genome project for Australian employment law and practice. A separate report, exploring the impact of genetics developments in the area of insurance law and practice has also been published.³

This report follows on from a discussion paper,⁴ which was sent to organisations and individuals having an interest in the area for their comment - our group taking the view that this research should be informed by consultation with the key stakeholders. Those consulted included prominent geneticists and other health care professionals working in the field of genetics, organisations representing people with genetic disabilities, the presiding officers of the Commonwealth, State and Territory Anti-Discrimination Tribunals, and organisations representing employers and employees. As a result of this targeted consultation process, in

* This paper is current as at December 2000.

¹ The introductory parts of this report (1.1-1.4) have been substantially reproduced from the Insurance Report by the same author - see below n 3.

² We also wish to acknowledge the valuable research assistance from Ms Catherine Hughes. Sincere thanks also to Tristan Taylor and Imogen Gould for their assistance with the formatting and presentation of this report.

³ *Implications of Genetic Testing for Australian Insurance Law and Practice* (Occasional Paper No 1, Centre for Law and Human Genetics, University of Tasmania and University of Melbourne, 2001).

⁴ *Implications of the Human Genome Project for Australian Employment Law and Practice: Discussion Paper* (1997).