

*Your responses suggest that the detriment or harm you have suffered in your employment may fall outside of the ambit of the Fair Work Act.*

### **342 Meaning of *adverse action***

(1) The following table sets out circumstances in which a person takes *adverse action* against another person.

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**Meaning of *adverse action***

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<b>Item</b>	<b>Column 1</b>	<b>Column 2</b>
	<b><i>Adverse action</i> is taken by ...</b>	<b>if ...</b>

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1	an employer against an employee	the employer: (a) dismisses the employee; or (b) injures the employee in his or her employment; or (c) alters the position of the employee to the employee's prejudice; or (d) discriminates between the employee and other employees of the employer.
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