

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.

Meaning of *adverse action*

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

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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