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Simon is Kim Santow Professor of Law and Social Justice at the University of Sydney, and Chair of the NSW Welfare Rights Centre. He has previously been Director of the NSW Law and Justice Foundation, President of Australian Lawyers for Human Rights, a judicial member of the NSW Administrative Decisions Tribunal, Chair of the ACT Law Reform Advisory Council, and legal adviser to the federal Parliamentary Joint Committee on Human Rights.

He is a founding member of the Australian Discrimination Law Experts Group, and a coauthor of Australian Anti-Discrimination and Equal Opportunity law, and The International law of Human Rights.