

Types of discrimination

Discrimination can occur directly or indirectly.

When someone is treated less favourably because of a characteristic covered by the Act it is direct discrimination.

When a policy or practice impacts unreasonably on a person or a group of people because of a characteristic covered by the Act it is indirect discrimination.

The Commission also deals with complaints from people who feel they have been discriminated against because of a spent conviction or victimised for making a disclosure under the *Public Interest Disclosure Act 2003*.

Victimisation

A person may make a complaint of victimisation under the *Equal Opportunity Act 1984* if they feel disadvantaged, threatened or harassed because they have:

- Lodged a complaint
- Plan to make a complaint
- Supported someone making a complaint.

How to contact the Commission

By phone

General enquiries	9216 3900
Training courses	9216 3927
Country callers	1800 198 149



Interpreter service 13 14 50

By email

eoc@eoc.wa.gov.au

By visiting our website

www.eoc.wa.gov.au

By visiting our office

Albert Facey House
469 Wellington Street
Perth WA 6000



Disclaimer

The material in this brochure is not intended to be legal advice. The Commissioner expressly disclaims any liability in respect to anything done or not done to any person in reliance upon any of the contents of this publication.

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Don't put up with Discrimination



GOVERNMENT OF
WESTERN AUSTRALIA

Equal Opportunity Commission



What is discrimination?

Unlawful discrimination is being treated less favourably than someone else in the same or a similar situation.

The Western Australian Equal Opportunity Commission can deal with complaints of discrimination and harassment that are covered by the *Equal Opportunity Act 1984 (the Act)*.

This means we can only deal with a discrimination or harassment complaint if it is based on one or more of the **grounds** and an **area** of public life listed in this brochure.

The law does not allow us to deal with discrimination or harassment complaints based on events in your private life.

Lodging a complaint

All complaints must be in writing, however you can get someone to help you prepare a complaint if you are not able to do so yourself.

You can also use an online form available on our website.

A complaint can be lodged in a language other than English.

Grounds of unlawful discrimination

Age when someone thinks you are too old or young

Family responsibility being responsible for the care of another person in your family

Gender history having a reassigned gender certificate under the *Gender Reassignment Act 2000*

Impairment having a current or past physical, intellectual or mental disability or someone thinking you have a disability

Marital status being single, married, a de facto partner, separated, divorced or widowed

Political conviction having a political belief or not having one

Pregnancy and **Breastfeeding**

Race including colour, ethnicity or national origin or descent

Racial harassment including offensive or insulting comments about someone's colour, ethnic background or descent at work, place of education or accommodation

Religious conviction being of a particular religion or not having a religion

Sex being a man or woman

Sexual harassment includes unwelcome requests for sexual favours, touching or sexual comments

Sexual orientation including heterosexuality, homosexuality, lesbianism, bisexuality or assumed sexual orientation

The areas of public life are



Employment



Accommodation



Education



Provision of goods, services and facilities



Access to places and vehicles



Disposal of land or estate



Application forms



Advertising



Superannuation



Sport & Clubs