

Collection Notice

The Equal Opportunity Commission (EOC) collects personal information, including sensitive personal information, to perform the functions of the Commissioner for Equal Opportunity under the *Equal Opportunity Act 1984 (WA)* and other applicable laws. The EOC handles personal information in accordance with the *Privacy and Responsible Information Sharing Act 2024 (WA)*, the *Freedom of Information Act 1992 (WA)* and other applicable legal obligations.

What information do we collect?

We may collect information such as:

- your name and contact details;
- information relating to your complaint or enquiry;
- information about other persons involved in the matter;
- information provided by witnesses, representatives, employers, service providers or government agencies; and
- sensitive personal information relevant to the matter, including information about protected attributes, health, disability, or other personal circumstances where necessary.

Why do we collect this information?

We collect personal information to:

- receive, assess, investigate and conciliate complaints;
- communicate with complainants, respondents and other persons involved in a matter;
- exercise statutory powers and perform statutory functions;
- provide information and assistance about rights and obligations under the *Equal Opportunity Act 1984 (WA)*;
- conduct education, research, policy and law reform activities; and
- meet legal, reporting and administrative requirements.

From whom do we collect information?

We will generally collect personal information directly from you. Depending on the circumstances, we may also collect information from respondents, witnesses, legal representatives, employers, service providers, government agencies, and other persons or organisations who hold information relevant to a matter before us.

What happens if you do not provide the information?

You may choose not to provide requested information. However, if sufficient information is not provided, we may be unable to assess, investigate, conciliate or otherwise deal with your complaint or enquiry.

Who may receive your information?

To perform our statutory functions, we may disclose relevant personal information to:

- respondents to complaints;
- witnesses;
- legal representatives;
- government agencies;
- the State Administrative Tribunal; and
- other persons or organisations involved in, or relevant to, the handling of a complaint.

We collect and store information relevant to complaints and enquiries we receive. We may share information relevant to a complaint, including with respondents where necessary, to enable the complaint to be investigated and addressed in accordance with the *Equal Opportunity Act 1984* (WA).

We may also collect, use or disclose personal information where authorised or required by law, where you consent, or otherwise as permitted by law.

Research, Reporting and Education

The EOC may use de-identified information for research, education, reporting, policy development, service improvement and law reform purposes. Information used for these purposes will not identify individuals.

Access, Correction and Complaints

You may request access to, or correction of, your personal information in accordance with applicable privacy laws and administrative processes.

You may also have rights of access to documents held by the EOC under the *Freedom of Information Act 1992 (WA)*, subject to any exemptions or limitations under that Act.

If you believe the EOC has mishandled your personal information, you may make a privacy complaint by contacting us.

Further information about how the EOC collects, uses, discloses and protects personal information is available in our Privacy Statement.