

Information Privacy Statement: Equal Opportunity Commission

This Information Privacy Statement explains how the Equal Opportunity Commission (EOC) collects, uses, discloses, stores, and manages personal information.

Last updated: 31 July 2026

The work of the EOC includes

- investigating discrimination complaints lodged under the *Equal Opportunity Act 1984* (EO Act) and endeavouring to resolve complaints through conciliation;
- referring unresolved complaints to the State Administrative Tribunal where required under the EO Act;
- providing information, training, and community engagement activities to increase awareness of rights and responsibilities under the EO Act and promote the prevention of unlawful discrimination and harassment;
- providing information and guidance to government agencies, businesses, community organisations, and members of the public about the operation of the EO Act;
- undertaking research, policy development, and law reform activities relevant to equal opportunity and discrimination issues; and
- supporting the Commissioner for Equal Opportunity in the performance of their statutory functions under the EO Act.

Definitions

Personal Information

Personal information means information or opinions relating to an individual whose identity is apparent or can reasonably be ascertained from that information or opinion. This includes names, dates of birth, addresses, and pseudonyms.

Sensitive Personal Information

Sensitive personal information is a subset of personal information that requires a higher level of protection. It includes information about a person's racial or ethnic origin, religious beliefs, political opinions, sexual orientation, gender identity, disability, health information, criminal record, trade union membership, biometric information, genetic information, and other categories prescribed by law.

The EOC commonly handles sensitive personal information because many complaints under the EO Act relate to attributes protected by the Act.

Health Information

Health information is sensitive personal information about an individual's physical or mental health, disability, health services provided to the individual, or information collected in connection with the provision of health services.

In the context of the EOC's complaint handling functions, health information may include information relating to a person's disability, medical condition, treatment, workplace adjustments, or the physical or psychological impacts of alleged discrimination, harassment, or victimisation.

Please refer to the [Privacy and Responsible Information Sharing Act 2024](#) for more information about these definitions.

Collection, Use and Disclosure

The EOC collects, uses, and discloses personal information, including sensitive personal information, where reasonably necessary to perform the Commissioner for Equal Opportunity's functions, exercise powers, or comply with obligations under the EO Act and other applicable laws.

Personal information may be collected directly from individuals or from third parties, including respondents to complaints, witnesses, legal representatives, employers, service providers, government agencies and other persons or organisations who may hold information relevant to the matters being considered by the EOC.

The EO Act contains confidentiality provisions that restrict the disclosure of information obtained in the course of performing functions under the Act, subject to circumstances authorised by the Act or otherwise required or permitted by law.

To investigate, assess and conciliate complaints, the EOC may disclose relevant personal information to respondents, witnesses, the State Administrative Tribunal, legal representatives, government agencies, and other persons or organisations involved in, or relevant to, the handling of a complaint.

Information relevant to a complaint that has been accepted by the Commissioner may be provided to the respondent where appropriate, so that the complaint can be properly investigated and addressed in accordance with the EO Act.

We may also use or disclose personal information for a purpose other than the purpose for which it was originally collected where:

- the use or disclosure is authorised or required by law;
- the use or disclosure is reasonably necessary for the exercise of a statutory function or power;
- it is necessary to lessen or prevent a serious threat to a person's life, health, safety, or welfare;
- the individual has provided informed consent; or
- the use or disclosure is otherwise permitted under applicable privacy legislation.

Storage and Protection

We take reasonable steps to protect personal information from unauthorised access, misuse, disclosure, alteration, or loss.

Personal information is stored and managed in accordance with the WA Government Cyber Security Policy, the *State Records Act 2000*, and relevant Department of Justice policies and procedures. Access to personal information is restricted to authorised officers who require access for the performance of their duties.

Accessing or Correcting Your Personal Information

Under the *Freedom of Information Act 1992*, individuals may request access to documents containing their personal information held by the EOC.

Individuals may also request correction of personal information that they believe is inaccurate, incomplete, out of date or misleading.

Requests for access or correction should be made in writing. The EOC will consider such requests in accordance with applicable legislative requirements and administrative processes.

Further information and application is available via the EOC's [Freedom of Information form](#).

Privacy Complaints

If you are concerned that the EOC has mishandled your personal information, you may contact us to make a privacy complaint.

We will acknowledge your complaint, assess the issues raised and take reasonable steps to investigate and respond within an appropriate timeframe.

Where applicable, we will advise you of any internal review or external complaint mechanisms that may be available.

Privacy Policy

This Information Privacy Statement is supported by the EOC's Privacy Policy, which explains in greater detail how we manage personal information and comply with our privacy obligations.

For privacy enquiries, to request a copy of the Privacy Policy, or to make a privacy complaint, please contact:

Manager, Privacy and Responsible Information Sharing

Department of Justice

Email: PRIS@justice.wa.gov.au

Additional contact details, including postal and telephone information, are available on the EOC website: www.eoc.wa.gov.au