

**Direct discrimination** is when someone is treated less favourably than someone else, in the same or similar circumstances, on one or more of the grounds and in one or more of the areas of public life covered by the Act.

**Indirect discrimination** happens when something that applies to everyone has a worse effect on a particular group of people with a particular attribute or characteristic, for example race, compared to people without that attribute or characteristic, and the rule is unreasonable in the circumstances.

**Victimisation** is also against the law. Victimisation includes threatening, harassing or punishing a person because they have complained about the way they have been treated. It also applies to anyone who has made a complaint or who plans to make a complaint under the Act; anyone who gives evidence about a complaint; or anyone who claims, on behalf of another person, they have been discriminated against.



### How to contact the Commission

#### By phone

General enquiries	08 9216 3900
Training courses	08 9216 3927
Facsimile	08 9216 3960
Country callers	1800 198 149
TTY	08 9216 3936
Interpreter service	13 14 50



#### By email

[eoc@eoc.wa.gov.au](mailto:eoc@eoc.wa.gov.au)



#### By visiting our website

[www.eoc.wa.gov.au](http://www.eoc.wa.gov.au)



#### By visiting our office

Level 2, Westralia Square  
141 St Georges Terrace  
Perth WA 6000



#### By post

PO Box 7370  
Cloisters Square  
Perth WA 6850

#### 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.*

February 2008

# YOU DON'T HAVE TO PUT UP WITH

# Discrimination



Equal Opportunity Commission  
Western Australia

## HAVE A YARN WITH US ABOUT IT

## What types of discrimination do we deal with?

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

This means that we can only deal with a discrimination or harassment complaint if it is based on one or more of the **grounds** listed in this brochure and takes place in one or more of the **areas** 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.



## The **grounds** of unlawful discrimination are

**Age** when someone thinks you are too old or too young

**Family responsibility** being responsible for the care of another person

**Gender history** having a reassigned gender 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

Having a **political belief** or not having one

**Pregnancy**

**Race** including colour, ethnicity or national origin or descent

**Racial harassment** including offensive or insulting comments about someone's colour, ethnic background or descent

Being **religious** or not being religious

**Sex** being a man or woman

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

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

**Spent conviction** being discriminated against in employment because of a spent conviction.

## 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



Clubs



Application forms



Advertising



Superannuation and Insurance



Sport