

A quick guide to Equal Opportunity laws in South Australia.



South Australia's equal opportunity laws protect you against discrimination, sexual harassment and victimisation.

This guide will help you to understand your rights and how to exercise them.

What is discrimination?

Discrimination means treating someone unfairly because of their:

- Age.
- Disability.
- Experience of domestic or family abuse.
- Pregnancy, caring and family responsibilities.
- Race.
- Religious appearance or dress.
- Relationship status or identity of a partner.
- Sex, intersex status and gender identity.
- Sexual orientation.

Discrimination can be direct, such as refusing a service, or indirect, where a person cannot meet the same requirements as others.

What is sexual harassment?

Sexual harassment is any unwelcome conduct of a sexual nature, where it is reasonable to expect that the other person would be offended, afraid or humiliated.

Sexual harassment is determined from the perspective of the person feeling harassed. A person can be sexually harassed by someone of the same or a different sex.

What is victimisation?

Victimisation means treating someone unfairly because they have used equal opportunity laws, such as complaining to Equal Opportunity SA.

Where can discrimination, sexual harassment and victimisation occur?

The Equal Opportunity Act 1984 (SA) provides protections in areas of public life, like:

- When you are at work or apply for a job.
- In seeking goods and services.
- When looking for a place to live.
- In places of education.
- In community clubs and associations.

What are your rights?

If you experience discrimination, sexual harassment or victimisation, you can complain to Equal Opportunity SA.

Visit Equal Opportunity SA's website, or contact us for information on your rights and how to make a complaint.

All enquiries and complaints are confidential. We will not share your personal information with anyone, unless you tell us to.

Contact Equal Opportunity SA

Ph: (08) 7322 7070

Country Callers: 1800 188 163

*If English is not your preferred language, please contact the **Interpreting and Translating Centre on 1800 280 203** and ask to speak with Equal Opportunity SA.*

Email: Equal@sa.gov.au

Website: www.equalopportunity.sa.gov.au

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