



### **What is the Equal Opportunity Act 1984?**

The *Equal Opportunity Act 1984* aims to eliminate discrimination and promote equality of opportunity for all persons regardless of sex, pregnancy, race, religious or political conviction, trade union association, sexual preference, gender history, impairment, age, family responsibility or family status.

### **What is Section 51?**

Section 51 provides organisations with the ability to put in place strategies to achieve equality. One of the strategies relates to employment.

### **Why is the Insurance Commission using Section 51?**

The Insurance Commission is committed to providing opportunities for Aboriginal people, including education, employment, training and economic participation. In particular, we seek to ensure that our workforce is representative of the WA community. As progression towards achieving this, we are using Section 51 to increase the representation of Aboriginal people employed by the Insurance Commission.

### **How will the Insurance Commission decide if an applicant is under 25?**

Applicants will need to identify themselves as Australian Aboriginal as part of the recruitment process. Applicants may be asked to provide confirmation of this to ensure that the intention of Section 51 is upheld.

### **Is this lawful?**

Yes, the *Equal Opportunity Act 1984* is an act of legislation and the specific section of this Act provides for organisations to implement this measure. It is lawful to discriminate in favour of a group of people in order to provide these people with the same opportunities as other people, in the areas of life covered by the Equal Opportunity Act.

### **Where can I find out more about Section 51 and the Equal Opportunity Act?**

Visit [www.eoc.wa.gov.au](http://www.eoc.wa.gov.au) for more information.