



**Government  
of South Australia**

# EQUAL OPPORTUNITY SA

## **2023-24 Annual Report**

EQUAL OPPORTUNITY SA

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**OFFICIAL**

To:

The Honourable Kyam Maher MLC

Minister for Aboriginal Affairs

Attorney-General

Minister for Industrial Relations and Public Sector

This annual report will be presented to Parliament to meet the statutory reporting requirements of the *Equal Opportunity Act 1984 (SA)* and the requirements of Premier and Cabinet Circular *PC013 Annual Reporting*.

This report is verified to be accurate for the purposes of annual reporting to the Parliament of South Australia.



JODEEN CARNEY

Commissioner

26 August 2024

## From the Commissioner

My key legislative function is to foster and encourage informed and unprejudiced attitudes with a view to eliminating discrimination on the grounds to which the *Equal Opportunity Act (1984)* applies.

I do this in a variety of ways including talking with individuals and organisations at meetings, events, and forums about the Act and the work of my office. I am regularly struck by the high level of interest in, and the importance placed on, equality of opportunity in South Australia.

The WE'RE EQUAL initiative represents a significant part of my educative efforts. It is a public-facing program that helps businesses and organisations provide an easily identifiable, 'safe' environment where discrimination, bullying or harassment are not tolerated.

Members commit to treating their staff, customers, and suppliers equally regardless of their age, ability, gender diversity, sexuality, relationship and reproductive status, race, religion, and culture. My office supports their commitment by providing online resources, education tools, and links to training.

State-wide membership has increased in the private and not-for-profit sectors, and in the public sector, Chief Executives of all South Australian Government agencies have signed the WE'RE EQUAL Statement of Commitment on behalf of their agencies as part of the Diversity, Equity and Inclusion Strategy 2023-2026.

I am grateful for the efforts of WE'RE EQUAL's creator and Project Manager, Veronica Maughan, whose innovative, strategic, and expert advice has ensured the continued expansion and success of this important educative initiative. Her efforts are particularly remarkable because she works part-time.

In last year's annual report, I expressed the hope that over time a measure of the success of WE'RE EQUAL would be less discrimination in the community and a reduction in the number of complaints received by my office.

Complaints have reduced, however measuring success simply by counting the number of complaints has become problematic due to the creation of new and alternative complaint options.

Reforms arising from the national Respect@Work Report have delivered alternatives for victims of sexual harassment who can now seek orders to have behaviours stopped through the Fair Work Commission. They can also pursue complaints through SafeWork SA regarding psychosocial risks. This avenue became available in December 2023 following changes to regulations under the *Work Health and Safety Act 2012 (SA)*.

Those who work in State and Local Government can now make complaints to the Australian Human Rights Commission (AHRC) as a result of its expanded powers following various legislative amendments.

Additionally, new positive duty obligations and a "sex-based" class of discrimination under the *Sex Discrimination Act 1984* make the AHRC an attractive option for complainants.

Given the new laws and pathways that now exist for complaints about discrimination and sexual harassment, it is unsurprising that my office has seen a decline in the number of complaints it receives.

South Australia's Equal Opportunity Act turns 40 in December 2024. It has been reviewed once, 30 years ago.

Since 1984, numerous amendments have been made, often in isolation or in response to particular issues or events agitated by different Commissioners, Attorneys-General, or Governments.

Most states and territories have reviewed or updated their equivalent legislation in recent years, often following comprehensive reviews.

The Act is in need of a review to ensure that it represents a modern, easy to use, and dynamic anti-discrimination framework for the state, however additional resources are required in order to undertake one. I am hopeful that the Attorney-General, Hon Kyam Maher MLC will be supportive of a request to provide them.

Despite a reduction in the number of complaints, the complexity of the matters dealt with in 2023-24 has not reduced our overall workload. A continued focus on careful initial assessment of complaints means that fewer are accepted and conciliated and complainants we are unable to assist are informed early so they can pursue remedies through other avenues.

Discrimination has many forms and exists to varying degrees in most industry sectors. Leaders have a vital role to play in influencing cultural and practical change.

In February 2024, the Attorney-General announced a further review to be undertaken by my office into harassment in the legal profession as recommended in the review completed in 2021 which found that sexual harassment, discrimination, and bullying were prevalent in the profession.

The current review has focussed on the extent and effectiveness of the responses to the recommendations made in 2021 to address discrimination and sexual harassment and improve organisational and workplace culture.

I am grateful to Assistant Commissioner Colin Marsh for his significant work on the review, and to the Chief Executive of the AGD for providing my office with additional resources from hers to assist with the many and varied tasks required to produce a report which I expect to provide to the Attorney-General in October.

In 2023-24 my office worked with the Australian Hotels Association|SA (AHA) on the development of its Bystander Intervention Program, designed to provide hospitality venues with strategies to interrupt and challenge inappropriate behaviour among patrons and colleagues in the industry, and help staff better identify and respond to sexual harassment and other unlawful or unwanted behaviour.

Acknowledging that discriminatory and inappropriate behaviours exist in some parts of the hospitality sector, and then determinedly developing ways to address them is an example of the leadership required in other sectors.

The AHA also joined WE'RE EQUAL, declaring its zero tolerance for discrimination, bullying, and harassment.

Government's announcement that it would consult with both industry and the broader community on the inclusion of bystander intervention and sexual and other harassment training as part of Responsible Service of Alcohol was a welcome one and represents an opportunity to improve the experiences of staff and patrons in this important sector.

I am optimistic about the future.

At a time when the prospect of unprecedented state economic growth is before us, South Australia being - *and being seen to be* - an open, inclusive society that embraces and supports difference and diversity will assist in the task of attracting skilled and unskilled workers to our state to live and work.

I look forward to continuing to discharge my key legislative function of fostering and encouraging informed and unprejudiced attitudes with a view to eliminating discrimination in a variety of ways, including expanding WE'RE EQUAL to further promote the benefits of zero tolerance of discrimination and harassment to South Australians.



JODEEN CARNEY

Commissioner

Equal Opportunity SA

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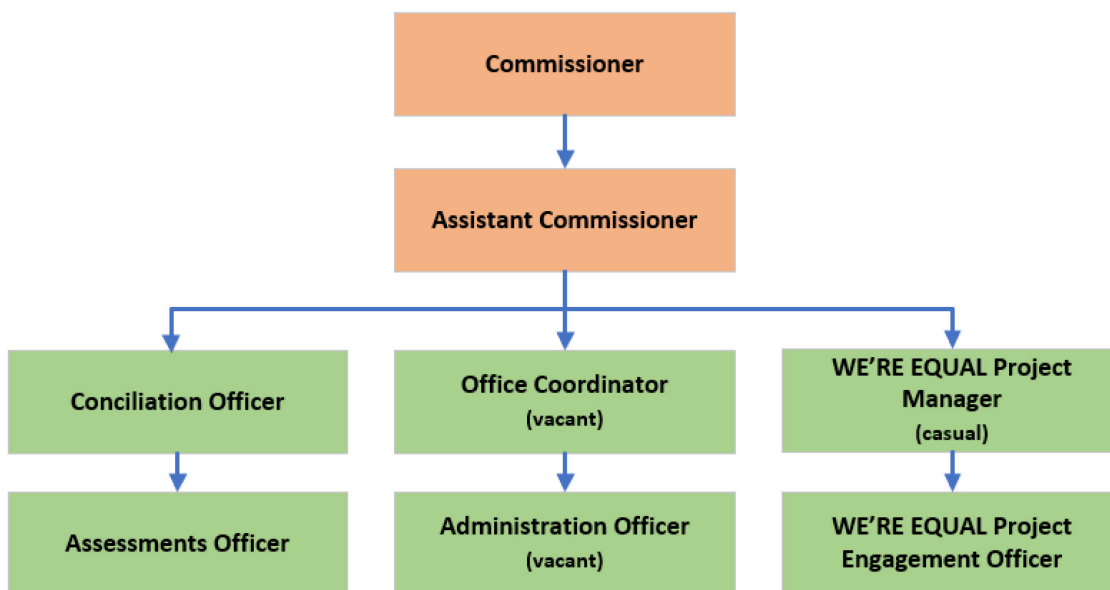
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## Overview: about the office

### Our strategic focus

<b>Our Purpose</b>	Equal Opportunity SA (EOSA) is responsible for the administration of the <i>Equal Opportunity Act 1984</i> (the Act).
<b>Our Vision</b>	A State whose citizens embrace and support inclusion, diversity, fairness, and equal opportunity.
<b>Our Values</b>	Excellence, Accountability, Respect.
<b>Our functions, objectives and deliverables</b>	<p>Pursuant to section 11 of the Act:</p> <p>(1) The Commissioner must foster and encourage amongst members of the public informed and unprejudiced attitudes with a view to eliminating discrimination on the grounds to which this Act applies.</p> <p>(2) The Commissioner may institute, promote or assist in research, the collection of data and the dissemination of information relating to discrimination on the grounds to which this Act applies.</p> <p>(3) The Commissioner may make recommendations to the Minister as to reforms, whether of a legislative nature or otherwise, that the Commissioner believes will further the objects of this Act.</p>

### Our organisational structure (as at 30 June 2024)



### **Changes to the office**

During 2023-24 there were no changes to the office's structure and objectives as a result of internal reviews or machinery of government changes.

### **Our Minister (s)**

The Hon Kyam Maher MLC, Minister for Aboriginal Affairs, Attorney-General, and Minister for Industrial Relations and Public Sector, is the State's principal legal advisor to the government and responsible for the administration of justice.

The Attorney-General is a member of Cabinet and responsible for:

- specific legislation and the state's legal system
- developing and implementing policy
- legal action relevant to the state government.

### **Our Executive team**

Nil – the Commissioner is a statutory appointment.

### **Legislation administered by the office**

*Equal Opportunity Act 1984 (SA).*

## The office’s performance

### Performance at a glance

- Implemented new protections against discrimination on the basis of experience of domestic abuse under the *Equal Opportunity Act 1984* (the Act) following legislative amendment.
- Expanded membership of the WE'RE EQUAL initiative across the public, private and not-for-profit sectors, and is a deliverable for SA Government agencies under the Diversity, Equity and Inclusion Strategy 2023-2026.
- Continued to provide high quality and timely services through enquiry, complaint and conciliation work.
- Developed new resources and website content in more than 15 community and accessible language formats to increase South Australians’ awareness of their rights under the Act and how to exercise them.

### Office specific objectives and performance

Office objectives	Indicators	Performance
Safe and thriving communities	Responded to amendments made in September 2023 to the <i>Equal Opportunity Act 1984</i> (SA) that introduced new protections from discrimination for victims of domestic abuse.	<p>In anticipation of the changes, Equal Opportunity SA updated its website, online forms and social media content with information for prospective complainants.</p> <p>A one-page <i>Quick Guide to Domestic Abuse Discrimination Laws</i> was published to assist employers, service providers, landlords and other organisations to understand the new laws.</p> <p>Equal Opportunity SA’s website was also updated to include a “Quick Exit” button, making it safer to access for victims.</p>
	Education on equal opportunity to the community and industry	<p>The Commissioner presented to the public in a number of forums including:</p> <ul style="list-style-type: none"> <li>• At Blend Creative’s South Australian Living Artists exhibition, <i>We’ve Got it Covered</i>.</li> </ul>

		<ul style="list-style-type: none"><li>• To members and participants of the Ageing Well in CALD Communities Project hosted by the Multicultural Communities Council of SA about the work of EOSA and discrimination.</li><li>• To the Commissioner and staff at the Independent Commissioner Against Corruption about the Equal Opportunity Act and the work of EOSA.</li><li>• At the Department of Infrastructure and Transport's Wear it Purple Day, (an annual awareness day to support young people in the LGBTQI+ community).</li><li>• To staff and members of the Port Adelaide Enfield Council at the WE'RE EQUAL signing of the Statement of Commitment.</li><li>• Co-presented with Steph Halliday (AGD) at the Legal Services Commission conference, <i>Justice in Peril</i>.</li><li>• As a panel member at two OCPSE Executive Induction Programs, <i>Building a Diverse and Inclusive Workplace</i>.</li><li>• To the Gender Consortium, Flinders University, about equal opportunity laws and WE'RE EQUAL.</li><li>• To the LGBTQI+ Ministerial Advisory Council about the Equal Opportunity Act and the work of EOSA.</li></ul>
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		<ul style="list-style-type: none"> <li>• To partners and staff at BDO Audit, Tax, and Advisory Services at its announcement of joining WE'RE EQUAL.</li> <li>• As a panel member for a Harmony Day event hosted by the Multicultural Communities Council of SA about the work of EOSA.</li> <li>• To the Asian and Hellenic Lawyers Association and members of the Law Society's Equality, Diversity, and Inclusion Committee at the <i>Unity in Law: Networking to Combat Discrimination</i> event.</li> <li>• As a panel member at the Council of the Ageing's <i>Rainbow Rights in Action Forum</i>.</li> <li>• At the Australian Hotels Association (SA) launch of its Bystander Intervention Training Program launch and WE'RE EQUAL signing of the Statement of Commitment.</li> <li>• Regularly to University of Adelaide law students working in the Equal Opportunity Legal Assistance Service about discrimination law.</li> </ul>
	<p>Enable equal opportunity training through partnership with industry</p>	<p>The office operated a Training Referral Program (TRP) to ensure that individuals and organisations can receive education on equal opportunity matters. The TRP includes a panel of training providers approved by the office to deliver high-quality training to the community.</p>

		<p>During the 2023-24 financial year, it referred 65 businesses to its training providers.</p> <p>A total of 3 training and education sessions were delivered in the 2023-24 financial year, against a target of 40. This was significantly fewer than anticipated, and a review has commenced.</p>
<p>Fairly administered laws</p>	<p>Complaint assessment and conciliation</p>	<p>EOSA received 148 complaints during the 2023-24 financial year, against a projection of 200. It finalised 127 complaints during the same period.</p> <p>All complaints were assessed to determine what action can be taken by the office. Of the complaints finalised during 2023-24, 37 complaints were accepted, against a projection of 100.</p> <p>The lower than projected complaint volumes may be attributable to an increase in the use of other complaint pathways, including through the Fair Work and Commonwealth Human Rights jurisdictions, and EOSA's own self-advocacy tools.</p> <p>In summary:</p> <ul style="list-style-type: none"> <li>• Complaints were finalised within 2 months.</li> <li>• The average time to finalise <i>accepted</i> complaints was 4.5 months.</li> <li>• The average time to finalise <i>declined</i> complaints was within 1 month.</li> </ul> <p>Conciliation was attempted in respect of 17 accepted complaints, 11 of which (65%) were successfully conciliated.</p>

	<p>Progress the We're Equal initiative to foster and encourage amongst members of the public informed and unprejudiced attitudes with a view to eliminating discrimination on the grounds to which the Act applies.</p>	<p>At 30 June 2024 WE'RE EQUAL had 161 members businesses and organisations, representing 82% growth in 2023-24, against a target of 25%.</p> <p>In December 2023, the South Australian public sector Diversity, Equity &amp; Inclusion Strategy 2023-26 was launched. Membership of WE'RE EQUAL is a deliverable for all public sector agencies under the strategy.</p> <p>Members of the Senior Leadership Council collectively signed the WE'RE EQUAL Statement of Commitment, with agencies subsequently registering for membership, representing over 114,000 South Australian public sector employees.</p> <p>Outside the public sector, peak sporting bodies such as SANFL, Netball SA, Adelaide United, Adelaide Football Club, and Tennis SA, along with numerous arts organisations, hospitality, and other service providers are leading the way to revitalise South Australia's well-deserved reputation as a progressive, open and inclusive society that embraces and supports difference and diversity.</p> <p>WE'RE EQUAL will continue to expand in 2024-25.</p>
	<p>Released accessible publications and website content to make it easier for members of the community to understand and exercise their rights under the</p>	<p>During 2023-24 the office focussed on new ways to reach members of the community.</p> <p>It developed an <b>Easy Read</b> guide to making complaints and conciliations, which was designed in consultation with</p>

	<p><i>Equal Opportunity Act 1984.</i></p>	<p>JFA Purple Orange and tested on people with disability.</p> <p>A one-page <b>Quick Guide to Equal Opportunity Laws</b> was released in plain language and easy read formats in the following community languages:</p> <ul style="list-style-type: none"> <li>• Arabic</li> <li>• Burmese</li> <li>• Chinese Simplified</li> <li>• Chinese Traditional</li> <li>• Dari</li> <li>• English</li> <li>• Greek</li> <li>• Hazaragi</li> <li>• Hindi</li> <li>• Italian</li> <li>• Khmer</li> <li>• Nepali</li> <li>• Persian</li> <li>• Pitjantjatjara</li> <li>• Punjabi</li> <li>• Spanish</li> <li>• Vietnamese</li> </ul> <p>Equal Opportunity SA also released an AUSLAN translation video and accessible versions of the quick guide for deaf and vision-impaired members of the community.</p>
<p>An efficient and effective justice system</p>	<p>Partnering with the University of Adelaide to provide legal advice and research</p>	<p>During the 2023-24 financial year the office continued its partnerships with the University of Adelaide.</p> <p>The <b>Equal Opportunity Legal Advice Service (EOLAS)</b> provides legal advice and assistance on discrimination, harassment and victimisation,</p>

		<p>and supports preparation for conciliation conferences and tribunal hearings.</p> <p>Between 1 July 2023 and 30 June 2024, EOLAS was staffed by 20 student legal advisors across three semesters. It assisted 62 new clients, 19 of whom had self-reported as being referred by EOSA.</p> <p>As part of the University of Adelaide’s Law and Justice Internship Program the EOSA’s <b>Internship Program</b> provided for an exceptional law student to undertake research on topics relating to the work of the office during a 22 to 25-day internship. Three interns were hosted during the year.</p>
	<p>Tools to empower victims</p>	<p>The office provides tools to empower those who experience discrimination and sexual harassment to exercise their rights and complain directly to service providers, employers and others as an alternative to making a formal complaint, or as a precursor to doing so.</p> <p>Online forms enable individuals to report unlawful discrimination. The completed form results in an email being sent to the person or business involved outlining the discrimination and encouraging it be addressed.</p> <p>During 2023-24 the online forms were used 17 times.</p> <p>Editable letter templates to complain about discrimination and sexual harassment help victims formalise their concerns and raise them directly with the perpetrators.</p> <p>During 2023-24, the Resources page of EOSA’s website that</p>

		hosts these tools was accessed over 1,000 times.
Our people meet customer needs	Providing information and advice to individuals and organisations	<p>EOSA provided advice and information to the community through telephone and email services.</p> <p>During the 2023-24 financial year, the office received 568 enquiries to these services, against a projection of 600.</p>
	Collaboration on policy development and service delivery	<p>Equal Opportunity SA provides advice and support to many policy and service delivery initiatives.</p> <p>In 2023-24, the Commissioner was a member of:</p> <ul style="list-style-type: none"> <li>• The South Australian Gender Pay Gap Taskforce.</li> <li>• The Commissioner for Public Sector Employment’s Diversity and Inclusion Strategic Committee.</li> <li>• The Australian Council of Human Rights Authorities (ACHRA).</li> </ul>
Progressive technology and supportive infrastructure	Community engagement using EOSA’s website	<p>The office operates a website providing the public with information, resources and online forms for complaints and enquiries.</p> <p>The website is built with accessibility, mobile responsiveness and community engagement as a focus.</p> <p>It had approximately 100,000 visitor sessions throughout the 2023-24 financial year, against a target of 65,000. Of these, approximately 57,000 were engaged sessions.</p>

	<p>Making it easier for the community to interact with us</p>	<p>An <b>accessibility audit</b> was completed with a focus on making the Equal Opportunity SA website and online forms easier to use for people with disability.</p> <p>As a result 81 changes were made with improvements including advancing the readability of the website, updating transcripts for video content, and introducing written instructions to aid website navigation, amongst other changes.</p>
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**Corporate performance summary**

Equal Opportunity SA is a business unit of the Attorney-General’s Department (AGD). Information on corporate performance appears in the 2023-24 Annual Report for the Attorney-General’s Department.

**Employment opportunity programs**

Information on employment opportunity programs appears in the 2023-24 Annual Report for the Attorney-General’s Department.

**Office performance management and development systems**

Information on performance management and development systems appears in the 2023-24 Annual Report for the Attorney-General’s Department.

**Work health, safety and return to work programs**

Information on work health, safety and return to work programs appears in the 2023-24 Annual Report for the Attorney-General’s Department.

**Executive employment in the office**

Nil – the Commissioner is a statutory appointment.

## Financial performance

### Financial performance at a glance

Information on financial performance appears in the 2023-24 Annual Report of the Attorney-General’s Department.

### Consultants disclosure

Information on consultants disclosure appears in the 2023-24 Annual Report of the Attorney-General’s Department.

### Contractors disclosure

Information on contractors disclosure appears in the 2023-24 Annual Report of the Attorney-General’s Department.

### Other financial information

Nil.

### Other information

Section 11 of the Equal Opportunity Act 1984 provides three functions of the Commissioner. Section 14 of the Act requires the Commissioner to report on the operation and administration of the Act, and the work undertaken by the Commissioner under section 11 during the previous financial year.

The information below is provided to meet these additional reporting requirements.

***Function 1: The Commissioner must foster and encourage amongst members of the public informed and unprejudiced attitudes with a view to eliminating discrimination on the grounds to which this Act applies***

### **Training and education**

*Table 1: Training delivered*

	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Total – participants</b>	238	458	304	389	24
<b>Total – sessions</b>	20	39	20	29	3

Note: From 1 July 2021 the office ceased delivering training directly to the public. From 2021-22 the number of training sessions delivered only includes sessions delivered by partner training providers.

**Matters received**

*Table 2: Enquiries received*

	2019-20	2020-21	2021-22	2022-23	2023-24
<b>No. of enquiries received</b>	607	659	647	553	568
<b>% difference from previous year</b>	7%	9%	-2%	-15%	3%

*Table 3: How enquiries were received*

	2019-20		2020-21		2021-22		2022-23		2023-24	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Telephone</b>	390	64%	427	65%	460	71%	384	69%	355	63%
<b>Email</b>	152	25%	220	33%	170	26%	152	27%	201	35%
<b>Online form</b>	9	1%	2	0%	9	1%	6	1%	4	1%
<b>Letter</b>	3	0%	4	1%	8	1%	7	1%	3	1%
<b>In person</b>	51	8%	4	1%	0	0%	3	1%	5	1%
<b>Hardcopy form</b>	0	0%	2	0%	0	0%	0	0%	0	0%
<b>Facebook</b>	2	0%	0	0%	0	0%	1	0%	0	0%
<b>Total</b>	<b>607</b>	<b>100%</b>	<b>659</b>	<b>100%</b>	<b>647</b>	<b>100%</b>	<b>553</b>	<b>100%</b>	<b>568</b>	<b>100%</b>

Table 4: Grounds of enquiry (across all areas)

	2019-20		2020-21		2021-22		2022-23		2023-24	
<b>Disability</b>	176	27%	154	21%	230	34%	138	23%	143	25%
<b>Race</b>	61	10%	74	10%	42	6%	53	9%	44	8%
<b>Sex</b>	31	5%	39	5%	15	2%	31	5%	21	4%
<b>Age</b>	20	3%	43	6%	32	5%	26	4%	18	3%
<b>Caring Responsibilities</b>	16	2%	14	2%	14	2%	12	2%	17	3%
<b>Sexual Harassment</b>	49	8%	41	6%	22	3%	13	2%	12	2%
<b>Pregnancy</b>	15	2%	15	2%	12	2%	12	2%	11	2%
<b>Gender Identity</b>	2	0%	14	2%	6	1%	8	1%	5	1%
<b>Victimisation</b>	13	2%	21	3%	5	1%	12	2%	4	1%
<b>Domestic Abuse</b>									3	1%
<b>Sexual Orientation</b>	5	1%	16	2%	4	1%	2	0%	2	0%
<b>Religious Dress</b>	9	1%	5	1%	2	0%	0	0%	2	0%
<b>Marital Status</b>	1	0%	2	0%	2	0%	4	1%	1	0%
<b>Association with a Child</b>	2	0%	4	1%	1	0%	2	0%	1	0%
<b>Identity of Spouse or Partner</b>	1	0%	0	0%	0	0%	0	0%	1	0%
<b>Intersex Status</b>	3	0%	2	0%	0	0%	0	0%	0	0%
<b>Enquiries with no grounds under <i>Equal Opportunity Act 1984</i></b>	150	23%	189	26%	219	33%	199	33%	174	30%
<b>General EOSA enquiries</b>	87	14%	87	12%	64	10%	86	14%	120	21%
<b>Total</b>	<b>641</b>	<b>100%</b>	<b>720</b>	<b>100%</b>	<b>670</b>	<b>100%</b>	<b>598</b>	<b>100%</b>	<b>579</b>	<b>100%</b>

Note - Domestic Abuse protections commenced from 1 September 2023.

Table 5: Areas of enquiry (across all grounds)

	2019-20		2020-21		2021-22		2022-23		2023-24	
	No	%	No	%	No	%	No	%	No.	%
<b>Employment</b>	285	55%	249	47%	240	47%	204	49%	208	54%
<b>Goods and Services</b>	116	22%	134	25%	165	32%	108	26%	89	23%
<b>Housing/Land/Accommodation</b>	38	7%	35	7%	45	9%	46	11%	23	6%
<b>Education /Training</b>	53	10%	57	11%	26	5%	33	8%	39	10%
<b>Clubs and Associations</b>	30	6%	47	9%	20	4%	20	5%	16	4%
<b>Qualification</b>	0	0%	0	0%	9	2%	3	1%	6	2%
<b>Advertising</b>	0	0%	4	1%	6	1%	5	1%	3	1%
<b>Total</b>	<b>522</b>	<b>100%</b>	<b>526</b>	<b>100%</b>	<b>511</b>	<b>100%</b>	<b>419</b>	<b>100%</b>	<b>384</b>	<b>100%</b>

Note: enquiries that do not relate to an area of the Equal Opportunity Act 1984 are not included in this table.

Table 6: Complaints received

	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Complaints lodged in year</b>	181	230	224	163	148
<b>Complaints closed in year</b>	160	258	218	182	127
<b>% difference of lodged complaints from previous year</b>	1%	27%	-3%	-27%	-9%

*Table 7: How complaints were received*

	2019-20		2020-21		2021-22		2022-23		2023-24	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Online form</b>	141	78%	162	70%	178	79%	119	73%	118	80%
<b>Email</b>	27	15%	37	16%	36	16%	33	20%	22	15%
<b>Hardcopy form</b>	9	5%	22	10%	3	1%	5	3%	6	4%
<b>Letter</b>	4	2%	6	3%	4	2%	4	2%	1	1%
<b>Telephone</b>	0	0%	3	1%	3	1%	1	1%	1	1%
<b>Fax</b>	0	0%	0	0%	0	0%	1	1%	0	0%
<b>In Person</b>	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Facebook</b>	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Total</b>	<b>181</b>	<b>100%</b>	<b>230</b>	<b>100%</b>	<b>224</b>	<b>100%</b>	<b>163</b>	<b>100%</b>	<b>148</b>	<b>100%</b>

Table 8: Grounds of accepted complaints (across all areas)

	2019-20		2020-21		2021-22		2022-23		2023-24	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Sexual Harassment</b>	46	20%	22	12%	14	12%	30	24%	27	32%
<b>Disability</b>	50	21%	46	25%	41	35%	41	32%	15	18%
<b>Sex</b>	26	11%	20	11%	8	7%	15	12%	15	18%
<b>Victimisation</b>	33	14%	22	12%	19	16%	4	3%	10	12%
<b>Race</b>	24	10%	17	9%	12	10%	8	6%	5	6%
<b>Age</b>	16	7%	13	7%	7	6%	9	7%	3	4%
<b>Gender Identity</b>	11	5%	1	1%	3	3%	5	4%	2	2%
<b>Caring Responsibilities</b>	3	1%	7	4%	3	3%	3	2%	2	2%
<b>Association with a Child</b>	1	0%	3	2%	1	1%	1	1%	2	2%
<b>Sexual Orientation</b>	6	3%	3	2%	3	3%	4	3%	1	1%
<b>Marital Status</b>	1	0%	0	0%	0	0%	1	1%	1	1%
<b>Pregnancy</b>	3	1%	4	2%	0	0%	0	0%	1	1%
<b>Identity of Spouse</b>	8	3%	2	1%	2	2%	3	2%	0	0%
<b>Whistleblower*</b>	5	2%	0	0%	3	3%	2	2%	0	0%
<b>Other</b>	0	0%	27	14%	0	0%	1	1%	0	0%
<b>Religious Appearance or Dress</b>	0	0%	0	0%	1	1%	0	0%	0	0%
<b>Aiding Unlawful Act</b>	0	0%	0	0%	1	1%	0	0%	0	0%
<b>Domestic Abuse</b>									0	0%
<b>Total Grounds</b>	<b>233</b>	<b>100%</b>	<b>187</b>	<b>100%</b>	<b>118</b>	<b>100%</b>	<b>127</b>	<b>100%</b>	<b>84</b>	<b>100%</b>

\* Refers to complaints of victimisation under the Whistleblowers Protection Act 1993 (SA), the Public Interest Disclosure Act 2018 (SA) or the Independent Commissioner for Corruption Act 2012 (SA). Notes - there may be more than one ground per complaint. Data in the table will vary slightly from year to year due to database corrections and changes during the period a complaint is open. 'Other' added from 2020-21. Domestic Abuse protections commenced from 1 September 2023.

Table 9: Areas of accepted complaints (across all grounds)

	2019-20		2020-21		2021-22		2022-23		2023-24	
	No.	No.	No.	No.	No.	%	No.	%	No.	%
<b>Employment</b>	163	70%	66	58%	46	56%	49	67%	21	57%
<b>Goods and Services</b>	29	12%	27	24%	21	26%	13	18%	11	30%
<b>Education/Training</b>	36	15%	10	9%	10	12%	5	7%	4	11%
<b>Clubs and Associations</b>	3	1%	4	4%	4	5%	2	3%	1	3%
<b>Advertising</b>	0	0%	3	3%	0	0%	1	1%	0	0%
<b>Housing/Land/Accommodation</b>	2	1%	2	2%	0	0%	3	4%	0	0%
<b>Qualification</b>	0	0%	1	1%	1	1%	0	0%	0	0%
<b>Total Areas</b>	<b>233</b>	<b>100%</b>	<b>113</b>	<b>100%</b>	<b>82</b>	<b>100%</b>	<b>73</b>	<b>100%</b>	<b>37</b>	<b>100%</b>

Table 10: Accepted complaint grounds by area

Ground	Area						Total
	Advertising	Clubs and Associations	Education and training	Employment	Goods and Services	Housing, land and accommodation	
Sexual Harassment	0	1	2	16	0	0	19
Disability	0	0	1	7	7	0	15
Sex	0	0	1	9	2	0	12
Victimisation	0	0	0	8	1	0	9
Race	0	0	0	4	1	0	5
Age	0	0	1	2	0	0	3
Association with a Child	0	0	0	0	2	0	2
Caring Responsibilities	0	0	0	1	1	0	2
Gender Identity	0	0	0	1	1	0	2
Marital Status	0	0	0	0	1	0	1
Pregnancy	0	0	0	1	0	0	1
Sexual Orientation	0	1	0	0	0	0	1
Aiding Unlawful Act	0	0	0	0	0	0	0
Domestic Abuse	0	0	0	0	0	0	0
Identity of Spouse or Partner	0	0	0	0	0	0	0
Intersex status	0	0	0	0	0	0	0
Religious Dress	0	0	0	0	0	0	0
Whistleblower*	0	0	0	0	0	0	0
<b>Total of Areas</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>49</b>	<b>16</b>	<b>0</b>	<b>72</b>

\* Refers to complaints of victimisation under the Whistleblowers Protection Act 1993 (SA), the Public Interest Disclosure Act 2018 (SA) or the Independent Commissioner for Corruption Act 2012 (SA). Note: there may be more than one ground and area per complaint. Domestic Abuse protections commenced from 1 September 2023.

Table 11: Accepted complaints by area – Employment

	Employment				
	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Sexual Harassment</b>	41	20	20	27	16
<b>Sex</b>	18	15	6	7	9
<b>Victimisation</b>	26	14	14	3	8
<b>Disability</b>	26	21	12	24	7
<b>Race</b>	14	9	8	5	4
<b>Age</b>	12	10	6	7	2
<b>Gender Identity</b>	4	0	1	3	1
<b>Caring Responsibilities</b>	2	4	2	2	1
<b>Pregnancy</b>	3	4	0	0	1
<b>Sexual Orientation</b>	5	1	3	2	0
<b>Whistleblower *</b>	5	0	3	2	0
<b>Association with a Child</b>	1	0	0	1	0
<b>Identity of Spouse or Partner</b>	5	0	2	0	0
<b>Aiding Unlawful Act</b>	0	0	1	0	0
<b>Religious appearance or dress</b>	0	0	1	0	0
<b>Marital Status</b>	1	0	0	0	0
<b>Intersex Status</b>	0	0	0	0	0
<b>Domestic Abuse</b>					0
<b>Other</b>	0	13	0	0	0
<b>Total</b>	<b>163</b>	<b>111</b>	<b>79</b>	<b>83</b>	<b>49</b>

\* Refers to complaints of victimisation under the Whistleblowers Protection Act 1993 (SA), the Public Interest Disclosure Act 2018 (SA) or the Independent Commissioner for Corruption Act 2012 (SA). Note: there may be more than one ground and area per complaint. Domestic Abuse protections commenced from 1 September 2023.

*Table 12: Accepted complaints by area – Goods and services*

	Goods and services				
	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Disability</b>	9	16	18	9	7
<b>Sex</b>	7	3	1	5	2
<b>Association with a Child</b>	0	2	1	0	2
<b>Race</b>	6	4	4	1	1
<b>Victimisation</b>	0	3	2	0	1
<b>Gender Identity</b>	2	1	1	0	1
<b>Caring Responsibilities</b>	0	1	1	0	1
<b>Marital Status</b>	0	0	0	0	1
<b>Sexual Orientation</b>	1	2	0	2	0
<b>Identity of Spouse or Partner</b>	1	0	0	2	0
<b>Age</b>	1	3	1	1	0
<b>Sexual Harassment</b>	2	0	2	0	0
<b>Intersex Status</b>	0	2	0	0	0
<b>Whistleblower *</b>	0	0	0	0	0
<b>Pregnancy</b>	0	0	0	0	0
<b>Religious appearance or dress</b>	0	0	0	0	0
<b>Aiding Unlawful Act</b>	0	0	0	0	0
<b>Domestic abuse</b>					0
<b>Other</b>	0	8	0	0	0
<b>Total</b>	<b>29</b>	<b>45</b>	<b>31</b>	<b>20</b>	<b>16</b>

*\* Refers to complaints of victimisation under the Whistleblowers Protection Act 1993 (SA), the Public Interest Disclosure Act 2018 (SA) or the Independent Commissioner for Corruption Act 2012 (SA). Note: there may be more than one ground and area per complaint. Domestic Abuse protections commenced from 1 September 2023.*

*Table 13: Accepted complaints by area – Education, training, and qualification*

	Education, training and qualifications				
	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Sexual Harassment</b>	3	2	0	0	2
<b>Disability</b>	11	6	8	3	1
<b>Sex</b>	1	1	1	1	1
<b>Age</b>	3	0	0	0	1
<b>Victimisation</b>	6	3	4	1	0
<b>Caring Responsibilities</b>	1	2	3	1	0
<b>Race</b>	4	1	2	1	0
<b>Gender Identity</b>	5	0	1	1	0
<b>Identity of Spouse or Partner</b>	2	0	0	1	0
<b>Marital Status</b>	0	0	0	1	0
<b>Whistleblower *</b>	0	0	0	0	0
<b>Aiding Unlawful Act</b>	0	0	0	0	0
<b>Association with a Child</b>	0	0	0	0	0
<b>Intersex Status</b>	0	0	0	0	0
<b>Pregnancy</b>	0	0	0	0	0
<b>Religious appearance or dress</b>	0	0	0	0	0
<b>Sexual Orientation</b>	0	0	0	0	0
<b>Domestic Abuse</b>					0
<b>Other</b>	0	5	0	0	0
<b>Total</b>	<b>36</b>	<b>20</b>	<b>19</b>	<b>10</b>	<b>5</b>

*\* Refers to complaints of victimisation under the Whistleblowers Protection Act 1993 (SA), the Public Interest Disclosure Act 2018 (SA) or the Independent Commissioner for Corruption Act 2012 (SA). Note: there may be more than one ground and area per complaint. Domestic Abuse protections commenced from 1 September 2023.*

*Table 14: Accepted complaints by area - Clubs and associations*

	Clubs and associations				
	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Sexual Harassment</b>	0	0	0	0	1
<b>Sexual Orientation</b>	0	0	0	0	1
<b>Disability</b>	2	2	4	1	0
<b>Gender Identity</b>	0	0	0	1	0
<b>Victimisation</b>	1	2	0	0	0
<b>Race</b>	0	1	0	0	0
<b>Age</b>	0	0	0	0	0
<b>Caring Responsibilities</b>	0	0	0	0	0
<b>Sex</b>	0	0	0	0	0
<b>Whistleblower *</b>	0	0	0	0	0
<b>Aiding Unlawful Act</b>	0	0	0	0	0
<b>Association with a Child</b>	0	0	0	0	0
<b>Identity of Spouse or Partner</b>	0	0	0	0	0
<b>Intersex Status</b>	0	0	0	0	0
<b>Marital Status</b>	0	0	0	0	0
<b>Pregnancy</b>	0	0	0	0	0
<b>Religious appearance or dress</b>	0	0	0	0	0
<b>Domestic Abuse</b>					0
<b>Other</b>	0	1	0	0	0
<b>Total</b>	<b>3</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>2</b>

*\* Refers to complaints of victimisation under the Whistleblowers Protection Act 1993 (SA), the Public Interest Disclosure Act 2018 (SA) or the Independent Commissioner for Corruption Act 2012 (SA). Note: there may be more than one ground and area per complaint. Domestic Abuse protections commenced from 1 September 2023.*

*Table 15: Accepted complaints by area – Housing, land, and accommodation*

	Housing/Land/Accommodation				
	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Disability</b>	2	1	0	2	0
<b>Age</b>	0	0	0	1	0
<b>Race</b>	0	0	0	1	0
<b>Association with a Child</b>	0	1	0	0	0
<b>Sex</b>	0	1	0	0	0
<b>Sexual Harassment</b>	0	0	0	0	0
<b>Victimisation</b>	0	0	0	0	0
<b>Caring Responsibilities</b>	0	0	0	0	0
<b>Gender Identity</b>	0	0	0	0	0
<b>Pregnancy</b>	0	0	0	0	0
<b>Whistleblower *</b>	0	0	0	0	0
<b>Aiding Unlawful Act</b>	0	0	0	0	0
<b>Identity of Spouse or Partner</b>	0	0	0	0	0
<b>Intersex Status</b>	0	0	0	0	0
<b>Marital Status</b>	0	0	0	0	0
<b>Religious appearance or dress</b>	0	0	0	0	0
<b>Sexual Orientation</b>	0	0	0	0	0
<b>Domestic Abuse</b>					0
<b>Other</b>	0	0	0	0	0
<b>Total</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>0</b>

*\* Refers to complaints of victimisation under the Whistleblowers Protection Act 1993 (SA), the Public Interest Disclosure Act 2018 (SA) or the Independent Commissioner for Corruption Act 2012 (SA). Note: there may be more than one ground and area per complaint. Domestic Abuse protections commenced from 1 September 2023.*

*Note due to low or zero numbers annually, a separate table of data is not supplied for advertising complaints.*

**Matter outcomes***Table 16: Outcomes of enquiries*

Enquiries – Outcomes	2019-20		2020-21		2021-22		2022-23		2023-24	
	No.	%	No.	%	No.	%	No.	%	No.	%
General information provided	165	27%	347	47%	337	53%	174	31%	407	65%
No action required	49	8%	84	11%	79	12%	102	18%	94	15%
Referred elsewhere (out of EOSA jurisdiction)	98	16%	96	13%	95	15%	109	20%	68	11%
Referred to advocate (to assist with EO/other Issue)	6	1%	3	0%	26	4%	28	5%	27	4%
Complaint form and information package sent	14	2%	53	7%	38	6%	65	12%	13	2%
Referred to Australian Human Rights Commission	6	1%	1	0%	16	3%	12	2%	10	2%
Referred to EOSA electronic complaint form	39	6%	25	3%	31	5%	49	9%	5	1%
Referred to EOSA Website	226	37%	120	16%	9	1%	10	2%	4	1%
Media response provided/Presentation requested/Other	0	0%	0	0%	6	1%	3	1%	3	0%
Appointment made for interview with EOSA enquiry officer	0	0%	2	0%	1	0%	1	0%	0	0%
<b>Total</b>	<b>603</b>	<b>100%</b>	<b>731</b>	<b>100%</b>	<b>638</b>	<b>100%</b>	<b>553</b>	<b>100%</b>	<b>631</b>	<b>100%</b>

*Table 17: Complaint finalisation*

	2019-20	2020-21	2021-22	2022-23	2023-24
Finalised complaints	176	235	218	182	127
Average no. months to finalise all complaints	2.6	2.5	2.3	2.8	2.0
Median no. months to finalise all complaints	2.3	2.0	1.7	1.0	1.2

Table 18: Outcomes of accepted complaints finalised during 2023-24

	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Resolved by conciliation#</b>	<b>57</b>	<b>48</b>	<b>24</b>	<b>25</b>	<b>11</b>
<i>Expedited conciliation</i>	*	*	*	14	7
<i>Conciliation by conference</i>	*	*	*	11	4
<b>Declined by Commissioner</b>	*	*	*	<b>22</b>	<b>14</b>
<i>No conciliation attempted</i>	*	*	*	20	10
<i>After attempting conciliation</i>	*	*	*	2	4
<b>Withdrawn by complainant</b>	*	*	*	<b>7</b>	<b>8</b>
<i>No conciliation attempted</i>	*	*	*	5	8
<i>After attempting conciliation</i>	*	*	*	2	0
<b>Referred to tribunal by Commissioner</b>	<b>26</b>	<b>31</b>	<b>34</b>	<b>17</b>	<b>4</b>
<i>No conciliation attempted</i>	*	*	*	4	2
<i>After attempting conciliation</i>	*	*	*	13	2
<b>Total no. accepted complaints finalised</b>	<b>114</b>	<b>126</b>	<b>80</b>	<b>71</b>	<b>37</b>

# - Out of 17 attempted (7 attempted by conference, 10 attempted by expedited conciliation)

\* - Improved data reporting at 2022/23. Some data not available from previous years.

Note - Of the 14 complaints declined by the Commissioner, 2 were referred to tribunal at the request of the complainant.

Table 19: Outcomes from conciliations

	2019-20	2020-21	2021-22	2022-23	2023-24
<b>Financial compensation</b>	25	20	7	12	6
<b>Apology</b>	31	21	14	13	3
<b>Policy change/change in practice</b>	14	11	9	8	2
<b>Complainant satisfied with response</b>	0	0	2	6	2
<b>Reasonable adjustment</b>	5	5	1	1	2
<b>Staff training/development program</b>	18	7	2	0	2
<b>Other</b>	11	13	3	4	1
<b>Reference provided</b>	2	5	0	1	1
<b>Provision of goods/services/facilities</b>	2	1	0	1	1
<b>Private agreement</b>	13	7	0	0	1
<b>Access to/provision of accommodation</b>	2	0	0	0	1
<b>Employment options improved (e.g. job offer)</b>	4	4	0	2	0
<b>Other access achieved (e.g. mobility)</b>	6	0	0	1	0
<b>Undertaking to cease an action</b>	3	0	1	0	0
<b>Access to education/training</b>	2	0	1	0	0
<b>Access to club membership/benefits</b>	0	0	0	0	0

Note: there may be more than one outcome per conciliation agreement.

*Table 20: Financial compensation agreements from conciliations*

	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
<b>Total financial compensation payments</b>	\$173,114	\$150,842	\$44,000	\$158,950	\$89,513
<b>Average financial compensation payments</b>	\$6,925	\$9,428	\$6,285	\$15,895	\$14,919

*Note: Individual agreements for financial compensation ranged from \$500 to \$40,000 in 2023-24.*

**Demographic data**

*Table 21: Gender identity of enquirers and complainants*

	<b>2023-24</b>	
	<b>Enquiries</b>	<b>Complaints</b>
<b>Undisclosed</b>	273	28
<b>Female</b>	176	64
<b>Male</b>	119	53
<b>Non-binary</b>	0	1
<b>Transgender</b>	0	2
<b>Intersex</b>	0	0
<b>Total</b>	<b>568</b>	<b>148</b>

*Table 22: Age distribution of complainants (accepted complaints)*

	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
<b>0 - 9 years</b>	2%	3%	2%	1%	0%
<b>10 - 19 years</b>	6%	6%	4%	1%	19%
<b>20 - 29 years</b>	24%	16%	9%	13%	14%
<b>30 - 39 years</b>	27%	21%	15%	15%	24%
<b>40 - 49 years</b>	13%	15%	17%	14%	22%
<b>50 - 59 years</b>	13%	14%	14%	10%	11%
<b>60 - 69 years</b>	6%	9%	4%	7%	8%
<b>70 - 79 years</b>	2%	1%	5%	6%	0%
<b>80 + years</b>	0%	2%	0%	1%	0%
<b>Unknown age</b>	7%	14%	31%	31%	1%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

**Exemptions under the Equal Opportunity Act 1984**

Section 92 of the *Equal Opportunity Act 1984* provides for applicants to apply to the SA Civil and Administrative Tribunal (SACAT) for an exemption from the Act for a specific purpose. SACAT provides the Commissioner with a copy of all applications received, to enable her to review the application and make any submissions she considers necessary before an application is considered by SACAT.

In 2023-24 the Commissioner responded to 5 exemption applications involving 7 applicants.

*Table 23: Summary of exemption applications responded to by the Commissioner in 2023-24.*

<b>Applicant</b>	<b>Summary</b>	<b>Order</b>
Ascent Professional Services Pty Ltd	Application for a conditional exemption allowing the applicants to fulfil commercial contracts in the defence industry in South Australia	Granted
BAE Systems Australia Limited, BAE Systems Australia Defence Pty Ltd, ASC Shipbuilding Pty Ltd	Application for the renewal of a conditional exemption allowing the applicants to fulfil commercial contracts in the defence industry in South Australia	Granted
Leidos Australia Pty Ltd	Application for the renewal of a conditional exemption allowing the applicants to fulfil commercial contracts in the defence industry in South Australia	Granted
Jet Aviation Australia Pty Ltd	Application for the renewal of a conditional exemption allowing the applicants to fulfil commercial contracts in the defence industry in South Australia	Granted
SAAB Australia Pty Ltd	Application for a conditional exemption allowing the applicants to fulfil commercial contracts in the defence industry in South Australia	Granted*

*\*EOSA responded to the application in 2023-24, however the tribunal did not grant the exemption until July 2024.*

**Function 2: *The Commissioner may institute, promote or assist in research, the collection of data and the dissemination of information relating to discrimination on the grounds to which this Act applies.***

Enquiries and complaints data is routinely collected and maintained.

In 2023-24 the office entered a data sharing agreement with the University of South Australia in support of research it is undertaking to understand the organisational risk factors for sexual harassment to develop new evidence-based prevention strategies. The project involves a partnership with other universities, State and Commonwealth Government agencies, and like-minded organisations in the private and not-for-profit sector.

Additionally, along with Commonwealth and State and Territory authorities with responsibilities in areas of equal opportunity and anti-discrimination, workers compensation and work health and safety, is assisting the Australian Human Rights Commission with research into workplace sexual harassment.

Other research projects will occur on an as needs basis in the medium-term to ensure that reprioritised functions and services are available to South Australians, and that the office operates within its budget.

**Function 3: *The Commissioner may make recommendations to the Minister as to reforms, whether of a legislative nature or otherwise, that the Commissioner believes will further the objects of this Act.***

During 2023-24 the Commissioner made recommendations to the Attorney-General regarding reforms to further the objects of the Act.

*Table 24: Recommendations to the Attorney-General relating to the Equal Opportunity Act 1984*

<p><i>Modernising the Equal Opportunity Act 1984</i></p>	<p>Further discussions with the Attorney-General about a review of the Equal Opportunity Act 1984 to ensure it is modernised and fit for purpose.</p>
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Equal Opportunity SA was also consulted by the Attorney-General in respect of other relevant reforms, including:

- The criminalisation of Coercive Control under the *Criminal Law Consolidation (Coercive Control) Amendment Bill 2023*.

- Amendments to the *Judicial Conduct Commissioner Act 2015*.
- The Bail (Contravention of Bail Agreements) Bill 2023.
- A proposal to modernise Statutory Declarations and Affidavits.
- Review of Consent Laws.
- The draft *South Australian Civil and Administrative Tribunal (Miscellaneous) Amendment Bill*.

In addition to responses to the Attorney-General, during the 2023-24 financial year Equal Opportunity SA was also consulted on legislative reform through other parties, including:

- The potential for a Human Rights Act for South Australia, being considered by the Social Development Committee of the Parliament of South Australia.
- The Australian Human Rights Commissioner regarding Accessible Housing Guidelines

## **Risk management**

### **Risk and audit at a glance**

Equal Opportunity SA is a business unit of the Attorney-General's Department (AGD). Information on risk and audit appears in the 2023-24 Annual Report for the Attorney-General's Department.

### **Fraud detected in the office**

Information on fraud detection appears in the 2023-24 Annual Report for the Attorney-General's Department.

### **Strategies implemented to control and prevent fraud**

Information on strategies implemented to control and prevent fraud appears in the 2023-24 Annual Report for the Attorney-General's Department.

### **Public interest disclosure**

Information on public interest disclosure appears in the 2023-24 Annual Report for the Attorney-General's Department.

## **Reporting required under any other act or regulation**

Equal Opportunity SA is not required to report under any other act or regulation.

## **Public complaints**

### **Number of public complaints reported**

Information on public complaints appears in the 2023-24 Annual Report for the Attorney-General’s Department.

### **Service Improvements**

Information on service improvements appears in the 2023-24 Annual Report for the Attorney-General’s Department.

### **Compliance Statement**

Equal Opportunity SA is compliant with Premier and Cabinet Circular 039 – complaint management in the South Australian public sector	Y/N
Equal Opportunity SA has communicated the content of PC 039 and the agency’s related complaints policies and procedures to employees.	Y/N

## **Appendix: Audited financial statements 2023-24**

Please refer to the 2023-24 Annual Report for the Attorney-General's Department for audited financial statements.