

Justice and Community Safety Directorate

Equal opportunity

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Equal opportunity is the application of human rights principles and laws to help create an equitable environment for work, study and the provision of services. Equal opportunity aims to acknowledge the diversity of Australian communities.

Equal opportunity rights include:

- treating all people equally and providing everyone with fair and equal rights
- basing decisions on a person's merit, not on characteristics such as their:
 - sex
 - race
 - marital status
 - carers' responsibilities
 - disability
 - sexual preference
 - age
 - political conviction
 - religious belief

Federal and State Legislation

- [*Age Discrimination Act 2004 \(Cth\)*](#)
- [*Disability Discrimination Act 1992*](#)
- [*Human Rights and Equal Opportunity Commission Act 1986*](#)
- [*Racial Discrimination Act 1975*](#)
- [*Sex Discrimination Act 1984*](#)
- [*Discrimination Act 1991 \(ACT\)*](#)

The [ACT Human Rights Commission](#) is an independent body that promotes and educates the community about their rights and responsibilities under equal opportunity laws. The Commission also provides policy advice and offers a fair and accessible process for dealing with complaints.