U2.03 - Print & Cut Flashcards

Cut along the card edges. Each card shows the question on top and the answer underneath.

CARD 1

What is the main purpose of the Equal Opportunity Act 1984 (WA)?

To promote equality of opportunity, make certain discrimination and harassment unlawful, and provide remedies when unlawful treatment occurs.

CARD 2

What are the three main ideas behind the Act?

Promote equality, prevent unlawful discrimination and harassment, and provide remedies.

CARD 3

What is discrimination?

Unfair treatment connected to a protected attribute or ground covered by the Act.

CARD 4

Name 6 protected attributes under the Act.

Answers could include age, race, sex, pregnancy, impairment, marital status, religious conviction, political conviction, sexual orientation, breastfeeding, family responsibility, family status or gender history.

CARD 5

What two types of harassment are specifically covered in the page?

Sexual harassment and racial harassment.

CARD 6

What is victimisation?

Punishing, threatening or treating someone badly because they complained, intend to complain or helped with a complaint.

CARD 7

What are the main areas of public life covered by the Act?

Areas such as employment, education, accommodation, goods and services, clubs, sport and advertising.

CARD 8

What is the important rule about unlawful discrimination?

Having a protected attribute alone is not enough. The unfair treatment must also occur in an area of public life covered by the Act.

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CARD 9

Where can a person lodge a complaint in WA?

The WA Equal Opportunity Commission.

CARD 10

What is conciliation?

A process where the parties try to resolve the complaint without a formal hearing.

CARD 11

What may happen if the complaint is not resolved?

It may be referred to the State Administrative Tribunal.

CARD 12

Why does the Act matter for business?

Businesses must recruit, manage and serve people fairly and lawfully, not on protected grounds.

CARD 13

What are some benefits of following the Act?

Fairer practices, better workplace culture, lower risk of complaints and a stronger reputation.

CARD 14

What are some risks if a business ignores the Act?

Complaints, conciliation or Tribunal action, reputational damage, loss of trust and time or cost dealing with disputes.