

LEGISLATIVE COUNCIL

EQUAL OPPORTUNITY AMENDMENT BILL 2007

(Amendments and New Clauses to be proposed in Committee by Ms PENNICUIK)

1. Clause 1, lines 2 to 5, omit all words and expressions on these lines and insert—

"The purpose of this Act is to amend the **Equal Opportunity Act 1995**—

 - (a) to include a new attribute of employment activity on the basis of which discrimination is prohibited;
 - (b) to repeal the exception for small businesses from the prohibition of discrimination relating to employment;
 - (c) to ensure that the exception for religious schools from the prohibition of discrimination does not extend to anything done in the course of the employment of people in religious schools."
2. Clause 3, line 15, omit "entitlements;" and insert "entitlements; or".
3. Clause 3, after line 15 insert—

"() communicating to his or her employer, orally or in writing, the employee's dissatisfaction with his or her employment entitlements; or

() making a request to his or her employer, orally or in writing, for terms and conditions of employment that differ from his or her employment entitlements;"

NEW CLAUSES

4. Insert the following New Clauses to follow clause 4—

'A Exception—small business

Section 21 of the **Equal Opportunity Act 1995** is repealed.

B Religious schools

In section 76(2) of the **Equal Opportunity Act 1995**—

 - (a) for "Part 3" **substitute** "Part 3 (other than Division 1 of that Part)";
 - (b) **omit** "(including the employment of people in the institution)".

C Religious beliefs or principles

At the end of section 77 of the **Equal Opportunity Act 1995** insert—

"(2) Subsection (1) does not apply to except a religious school from Division 1 of Part 3.

(3) In this section, *religious school* means a person or body to which section 76 applies." '

AMENDMENT OF LONG TITLE

Long title, after "prohibited" insert ", to ensure that small businesses and religious schools acting in the course of employment are not excepted from the prohibition of discrimination".