

This is in relation to the following:

CONSULTATION PAPER:

RELIGIOUS EDUCATIONAL INSTITUTIONS AND ANTI-DISCRIMINATION LAWS, January 2023

[per Australian Government, Australian Law Reform Commission]

In particular, please may I highlight attention to the below specific area:

**Propositions C and D**

“seek to implement the third limb of the Terms of Reference to continue to allow religious educational institutions to build a community of faith. Propositions C and D would do this by allowing religious educational institutions to:  
y continue to give preference to prospective staff on religious grounds where the teaching, observance, or practice of religion is, genuinely, a part of the role and the criteria are proportionate (and not on Sex Discrimination Act grounds); and require all staff to respect their religious ethos.”

Per...”This paper sets out four general propositions supported by 14 technical proposals for reform on which the ALRC seeks stakeholder submissions. Proposition A seeks to implement the first limb of the Terms of Reference to protect students from discrimination on Sex Discrimination Act grounds in schools and other educational institutions. Proposition B seeks to implement the second limb of the Terms of Reference to protect teachers and other staff from discrimination on Sex Discrimination Act grounds. Propositions C and D seek to implement the third limb of the Terms of Reference to continue to allow religious educational institutions to build a community of faith. Propositions C and D would do this by allowing religious educational institutions to:  
y continue to give preference to prospective staff on religious grounds where the teaching, observance, or practice of religion is, genuinely, a part of the role and the criteria are proportionate (and not on Sex Discrimination Act grounds); and require all staff to respect their religious ethos.

Please permit me to add my voice to this democratic process to indicate my support as a person of Christian faith towards ensuring the continued upholding of “propositions C and D” to allow religious education institutions to:

1. continue to give preference to prospective staff on religious grounds where the teaching, observance, or practice of religion is, genuinely, a part of the role and the criteria are proportionate
2. and require all staff to respect Covenant Christian Schools religious ethos.

My family chose Covenant Christian school as the place to send our two children (now in year 12 and year 7), based on our Christian beliefs and with the expectation that Covenant Christian School will continue to abide by the guiding principles of Christian education from Christian (Bible believing) teachers with the same Christian ethos to ours.

I hereby encourage and support the Law Reform Commission to continue to support this very important area in Australian civil society.

Thank you for your kind consideration of my view.

Dilshan Welikala