

From: [REDACTED]
To: [Anti Discrimination Law](#)
Subject: My submission to the Religious Educational Institutions and Anti Discrimination Laws Inquiry
Date: Thursday, 16 February 2023 9:46:31 PM

Dear Australian Law Reform Commission,

Please allow me to address one of the propositions contained in the ALRC Religious Educational Institutions Inquiry consultation paper.

Proposition B prevents religious schools from discriminating against current and prospective staff on certain grounds such as “sex, sexual orientation, gender identity, marital or relationship status, or pregnancy.” But this would significantly curtail the perfectly reasonable rights of schools to take into account these important factors when employing staff members. Everyone understands the right of political parties to employ only those who are aligned with their values. Religious educational institutions should therefore not be denied this same right.

Faith-based schools must be allowed to select staff based on matters directly related to important religious doctrines. They do not just operate under a set of adaptable beliefs or observances which can be moulded by cultural trends. Rather they uphold a complete worldview under God which contains teachings on many different aspects of life.

Surely, as long as the ethos of the school is made clear to all parents considering enrolment, this so-called 'discrimination' is therefore entirely reasonable, and – I may add – much appreciated by parents who value schools which are not just Christian (or other religion) in name only.

This is why I call upon the ALRC to realise that these rights of religious schools are entirely reasonable and must be protected.

Yours faithfully,

Toni Ollis

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