

10 April 2026

The Hon. Michael Daley MP  
NSW Attorney General  
Parliament House  
Macquarie Street  
**SYDNEY NSW 2000**  
By email

Dear Attorney General

The IEUA NSW/ACT Branch (IEU) represents the professional interests of its 32,000 members in NSW/ACT non-government education, predominantly in Catholic and independent schools. The union also represents members in early childhood education and care centres (ECEC), English and Business colleges and other non-government educational institutions.

As you will no doubt be aware, next year will mark the 50<sup>th</sup> anniversary of the *Anti-Discrimination Act 1977* – the first state-based Act of its kind in Australia. The Act has been amended numerous times yet still retains exemptions that allow discrimination on many attributes against members employed by private educational authorities.

The unqualified absolute exemptions applying to private educational authorities permit discrimination on the grounds of sex (whether you are a man or a woman), disability, marital or domestic status (for example if you are divorced), homosexuality and transgender status. Additional broad exemptions apply to religious bodies, including religious schools. These exemptions are broader than those applying in any other state or territory or federally.

The exemptions found in the Act are wide ranging and not confined to schools serving religious communities. Our members are denied fundamental workplace rights enjoyed by other workers in NSW.

Our union has campaigned for the removal of these exemptions over many years. IEU Council recommitted to this campaign by unanimously endorsing the following motion at our most recent IEU Council meeting on 21 March 2026:

*That the IEUA NSW/ACT Branch Council calls on the NSW government to reform the state's anti-discrimination laws and seeks the removal of exemptions that make it legal for private educational authorities to discriminate against school staff and students in their services*

The union's views on this issue are set out in its submissions to the NSW Law Reform Commission Inquiry, see [preliminary submission 27/09/23](#) and [submission 14/08/25](#)

We seek a meeting with you to discuss this matter further. Please contact Helen O'Regan on 8202 8900 or [helen@ieu.asn.au](mailto:helen@ieu.asn.au) to arrange a mutually convenient time.

Yours sincerely



**CAROL MATTHEWS**  
**Secretary**