



Australian Government

Department of Defence

Defence Personnel
Executive

CLIENT HANDOUT

DEFENCE EQUITY ADVISER NETWORK

The Defence Equity Adviser Network consists of trained Equity Advisers and Senior Equity Advisers, managed by Defence Equity Coordinators. There are Equity Advisers within all Defence workplaces to provide advice regarding prevention and resolution of unacceptable behaviour.

An Equity Adviser's role is to provide information to enable you to manage your own issues as you choose.

Equity Advisers must undertake refresher training every three years in order to remain current and active.

Equity Advisers can:

- Provide you with support, information and advice regarding options for the resolution of workplace equity and diversity issues.
- Refer you to other support agencies.
- Support you in any decisions or choices you may make.
- Support commanders and managers in implementing equity and diversity initiatives.

Equity Advisers cannot:

- Act as your advocate nor speak for you at any meetings.
- Take any action to resolve an issue on your behalf or receive your complaint.
- Advise you if they have advised other people involved in the same issue or advise you if they have a conflict of interest.
- Mediate or become involved in any investigation or resolution of a complaint in which they have acted as an Equity Adviser.
- Follow up on your progress.

Confidentiality

Your discussion with the Equity Adviser will be private and confidential as far as the law allows. When you discuss your concerns and issues with the Equity Adviser be confident that the details will not be disclosed to anyone else.

There are some serious issues that require mandatory reporting by the Equity Adviser to your commander or manager. These issues are:

- a serious or imminent threat to life, safety or health;
- a criminal offence, such as a sexual offence;
- a serious threat to national security.

Your rights

You have the right to expect that Equity Advisers will treat you with respect and fairness, and that they will behave with professionalism and integrity. If an Equity Adviser needs to seek information from anyone else in the Network regarding your situation, they will only do so with your permission, and without disclosing your identity.

Complaints

If you have any concerns or problems with the level of service provided to you, you may contact the Defence Equity Coordinator in your state or territory. You may request contact details from an Equity Adviser or view them on the Fairness and Resolution Branch website.