

How can an Equity Adviser help me?

Equity Advisers are ADF members or Defence APS employees who have been trained to provide impartial and confidential advice on:

- matters relating to unacceptable behaviour;
- options to resolve unacceptable behaviour issues; and
- support services that may be appropriate.

Do I have to see my unit/workplace Equity Adviser?

No. Subject to their availability, you may see any Equity Adviser.

The names and locations of Equity Advisers may be accessed through your administration area or by contacting the Defence Service Centre Cooma on 1800 000 677.

Senior Equity Advisers are available at most locations to assist commanders, managers and supervisors with particularly sensitive and complex equity issues.

Will my issue be kept confidential?

Equity Advisers are bound to maintain confidentiality and must not be encouraged, coerced or forced to identify any person involved in a complaint.

Do circumstances exist where I cannot be guaranteed confidentiality?

Yes. The Equity Adviser is required to disclose the details when:

- the complainant alleges the occurrence of a sexual offence because sensitive management support must immediately be made available;
- the circumstances of the complaint may endanger the welfare of a person, threaten national security or give the impression that a serious criminal offence has occurred; or
- a confession to a serious criminal offence is made.

Are there limits on the Equity Adviser's role?

Yes. The Equity Adviser:

- only provides advice to one party involved in a dispute;
- should not advise any party to a dispute if, in relation to that complaint, the Equity Adviser is likely to subsequently assume a command, management or disciplinary role;
- does not investigate, mediate, nor resolve any complaint on which they have provided advice; and
- does not assume the role of advocate or counsellor for any disputing party.

Who else can I contact for confidential advice?

Defence Equity Advice Line (DEAL)

All Defence personnel, contractors and their family members may use the confidential Free-Call* Defence Equity Advice Line:

1800 803 831

The DEAL, operated by trained staff, is available for callers to discuss any equity issue. It is available 0900-2100 on weekdays and 0900-1700 on weekends and public holidays (Eastern standard time and daylight savings time). The DEAL is not available on 25 December. All after hours calls will be directed to a confidential message bank. If a contact telephone number is provided an operator will respond to the message within 12 hours.

*FREECALL™ 1800 is only free for calls made from standard telephone lines within Australia. This does not include calls from ISDN Network (or any other data network) or mobile phones. Mobile phone calls will be charged mobile call rates and any calls made from a data network will be charged at data call rates.