



## **POLICY**

# **EMPLOYMENT IN THE CITY OF KWINANA**



## EMPLOYMENT IN THE CITY OF KWINANA

**This Policy defines the City of Kwinana’s commitment to enabling employment growth in the City, ensuring equal employment opportunity and promoting local employment opportunities.**

Adopted:	<b>21/01/2015 #369</b>
Last amended:	
Legal Authority	Local Government Act 1995 Section 2.7 - Role of Council Equal Opportunity Act 1984

### Policy:

1. The City is committed to equal opportunity principles and continues to develop and implement equal opportunity strategies to ensure that all employment related decisions are based on the assessment of individual ability and achievement.
2. The City recognises its legal obligations under the Equal Opportunity Act 1984 and actively promotes equal employment opportunity based solely on merit to ensure that discrimination does not occur on the grounds of gender, marital status, pregnancy, race, impairment, religious or political convictions, age, family responsibility or family status.
3. The City ensures that all employment practices are transparent and equitable and that all externally advertised vacancies are advertised in a manner available locally to ensure the maximum number of applicants from within the City.
4. All offers of employment within the City are to be directed towards providing equal opportunity to prospective employees provided their relevant experience, skills and ability meet the minimum requirements for engagement.
5. All training at the City is directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such training.
6. All policies, practices, decisions and opportunities relating to promotion and advancement are directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such promotion.
7. The City does not tolerate harassment within its workplace. Harassment is defined as any unwelcome, offensive action or remark concerning a person’s race, colour, language, ethnicity, political or religious convictions, gender, marital status, sexual orientation, pregnancy, impairment, age, family responsibility or family status.
8. The equal employment opportunity culture of the City is aimed at providing an enjoyable, challenging, inclusive and harmonious work environment for all employees where each has the opportunity to progress to the extent of their ability.