



POLICY

EQUAL EMPLOYMENT OPPORTUNITY



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To provide equal employment 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.

Adopted:	25/05/1988 #600
Last reviewed:	27/09/2006 #519 28/04/2010 #105 11/07/2012 #163
Legal Authority	Local Government Act Section 2.7 – The Role of Council Equal Opportunity Act 1984

Policy:

This Council recognises its legal obligations under the Equal Opportunity Act, 1984 and will actively promote 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.

All employment training with this Council will be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such training.

All promotional policies and opportunities with this Council will be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such promotion.

All offers of employment within this Council will be directed towards providing equal opportunity to prospective employees provided their relevant experience, skills and ability meet the minimum requirements for engagement.

This Council will 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.

The equal employment opportunity goals of this Council are designed to provide an enjoyable, challenging, involving, harmonious work environment for all employees where each has the opportunity to progress to the extent of their ability.