

## COUNCIL POLICY

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### Equal Opportunity

<b>Policy No:</b>	3.1
<b>Policy Subject:</b>	Equal Opportunity
<b>Objectives:</b>	To outline the principles of Equal Opportunity as legislated under the Equal Opportunity Act 1984 for all individuals who have dealings with Council to ensure that everyone is treated fairly.
<b>Policy Statement:</b>	<p>This Shire recognises its legal obligations under the <i>Equal Opportunity Act 1984</i> and will actively promote equal employment opportunity and diversity based solely on merit to ensure that discrimination does not occur on the grounds of gender, age, marital status, pregnancy, race, disability, and religious or political convictions. This policy applies to all elected members, employees and contractors to the Shire.</p> <p>All employment training with the Shire will be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such training.</p> <p>All promotional policies and opportunities with this Shire will be directed towards providing equal opportunity to prospective employees and engaging a diverse workforce provided their relevant experience, skills and ability meet the minimum requirements for engagement.</p> <p>This Shire will not tolerate harassment within its workplace. Harassment is defined as any unwelcome, offensive action or concerning a person's race, colour, language, ethnicity, political or religious convictions, gender, marital status or disability.</p> <p>The equal employment opportunity and diversity goals of this Shire 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. Ideally, our objective is for our workforce to reflect a diverse demographic that includes a broad range of age groups, abilities and cultural backgrounds while meeting the skill requirements of the organisation. The Shire recognises the value of differences in staff profiles as well as similarities; strives to adopt an inclusive approach and appreciates that a diverse workforce may adapt more readily to the changing expectations and needs of the community.</p> <p>The CEO is responsible for developing and implementing procedures, practices or guidelines to deal with harassment, perceived harassment or discrimination.</p>

<b>Resolution No:</b>	Committee Ordinary Council	A8/97 FC44/97
<b>Resolution Date:</b>	25 July 1996	
<b>Amended:</b>	26 November 2003 22 October 2014 24 July 2018	OC79/04 OC106/14 OC92/18
<b>Source:</b>	Risk Management and Workplace	
<b>Date of review:</b>	October annually	
<b>Review Responsibility:</b>	HR Coordinator	