

Shire of Mundaring

POLICY

EQUAL EMPLOYMENT OPPORTUNITY

Policy Ref:	HR-01		
Committee Rec:	SPC184	Date:	18 Aug 2003
Adopted by:	R25410	Date:	26 Aug 2003
Amended by:	C3.03.09	Date:	24 March 2009
Reviewed:	Once per Electoral Cycle	Date:	24 August 2010
Procedure Ref:	N/A	Delegation Ref:	
Statute Ref:	<i>Equal Employment Opportunity Act 1984 (WA)</i> <i>The Racial discrimination Act (Commonwealth) 1976</i> <i>The Sex Discrimination Act (Commonwealth) 1984</i> <i>The Human Rights and Equal opportunity Commission Act (Commonwealth) 1987</i> <i>The Disability Discrimination Act (Commonwealth) 1992</i> <i>The Disability Services Act (1993)</i>		
Local Law Ref:	N/A		

PURPOSE

To provide a positive, inclusive and harassment free workplace culture.

POLICY

The Local Government recognises its legal obligations under the Equal Opportunity Act 1984 (as amended) and other relevant legislation and will actively promote equal employment opportunity based solely on merit to ensure that discrimination does not occur on the grounds of sex, marital status, pregnancy, age, family responsibility or family status, race, religious or political conviction, impairment or disability, sexual orientation or gender history.

Equal opportunity practices create a more harmonious and productive workplace, which not only benefits the Shire, but also the wider community.

To this end, the Shire strives to:

- Promote recruitment strategies that endeavour to attract a diverse pool of quality applicants from which to select the most suitable candidate based on merit.
- Provide a safe, secure working environment that is free from all forms of harassment, discrimination and victimisation.
- Provide equal opportunity to employees in relation to employment, development and promotion opportunities.

This means that harassment within the workplace will not be tolerated. Harassment is defined as any uninvited or unwelcome attention, including physical contact, or other behaviour, gestures, written or verbal communication concerning a person's sex, marital status, pregnancy, age, family responsibility or family status, race, religious or political conviction, impairment or disability, sexual orientation or gender history, that is interpreted by the receiver as offensive, threatening or unpleasant.

Supporting Plans

The Equal Opportunity and Diversity Management Plan identifies the organisational purpose and goals in relation to this policy.

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

The Shire of Mundaring is committed to ensuring that the community is accessible and inclusive for people with disabilities, their families and carers.

To this end, the Shire developed its Access and Inclusion Plan following a comprehensive consultation process with the community. The plan provides the framework for addressing the needs of residents with a disability.