

## Shire of Mundaring

# POLICY

### EQUAL EMPLOYMENT OPPORTUNITY

<b>Policy Ref:</b>	<b>HR-01</b>		
<b>Committee Rec:</b>	SPC184	<b>Date:</b>	18 Aug 2003
<b>Adopted by:</b>	R25410	<b>Date:</b>	26 Aug 2003
<b>Amended by:</b>	C3.03.09	<b>Date:</b>	24 March 2009
<b>Reviewed:</b>	Once per Electoral Cycle	<b>Date:</b>	24 March 2009
<b>Procedure Ref:</b>	N/A	<b>Delegation Ref:</b>	
<b>Statute Ref:</b>	<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>		
<b>Local Law Ref:</b>	N/A		

#### PURPOSE

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

#### POLICY

The Local Government recognizes 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.

All employment training will be directed towards providing equal opportunity for employees provided their relevant experience, skills and ability meet the requirements of such training.

All promotional opportunities will be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the requirements of such opportunities.

All offers of employment will be directed towards providing equal opportunity to prospective employees provided their relevant experience, skills and ability meet the requirements of such appointments.

Harassment within the workplace will not be tolerated. Harassment is defined as any uninvited or unwelcome attention, either physical or non-physical behaviour, gestures 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 or unpleasant.

Harassment of or discrimination against any employee by either a Manager, employee, councillor or any other person will not be tolerated.

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 Equal Opportunity and Diversity Management Plan will identify the organizational purpose and goals in relation to this policy.