

HR10. Equal Opportunity and Diversity Policy

Policy Objective

That the Shire actively promotes an equitable employment processes that ensure that discrimination does not occur on the grounds of gender, age, marital status, pregnancy, race, disability, sexual preference and religious or political convictions.

Policy Statement

The Shire recognizes 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, disability, sexual preference and religious or political convictions.

Appointments, promotion and training

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

All promotional policies and opportunities with the Shire are 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 the Shire are directed towards providing equal opportunity to prospective employees provided their relevant experience, skills and ability meet the minimum requirements for engagements.

The equal employment opportunity goals of the 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.

The Shire does not tolerate discrimination or harassment within its workforce. Discrimination and harassment is defined as any unwelcome, offensive action or remark concerning a person's:

- Race
- Colour
- Language
- Sex
- Sexual preference
- Age
- Physical or mental disability
- Marital status
- Family or carer's responsibilities
- Pregnancy
- Religion
- Political opinion

National extraction or social origins

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Diversity

The Shire recognises, values and respects social, cultural and linguistic diversity. Assistance will be provided to employees, contractors and volunteers with special needs in order to assist them in undertaking their roles effectively.

Responsibilities

All employees, volunteers and contractors have a shared responsibility to apply and promote the equal opportunity principles.

The Shire in no way deems that the adoption of this policy as meaning that the Shires current attitude, or those of its current employees, as requiring to be changed or modified.

A formal complaint/grievance process will be conducted appointing an independent suitably qualified individual to effectively resolve complaints of discrimination.

Independent contact person discrimination is the Manager Finance & Administration.

Policy Reviewed October 2020