



POLICY – 5.4 – Equal Employment Opportunity

Relevant Delegation

N/A

Policy Statement

1. The Council shall recognise its legal obligations under the Equal Opportunity Act 1984 and shall actively promote Equal Employment Opportunity based solely on merit to ensure that discrimination does not occur on the grounds of gender, age, marital status, pregnancy, race, disability, religious or political convictions.
2. All employment training shall be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such training.
3. All promotional policies and opportunities shall be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such promotion.
4. All offers of employment shall be directed towards providing equal opportunity to prospective employees provided their relevant experience, skills and ability meet the minimum requirements for engagement.
5. The Council and its employees shall not tolerate harassment within its workplace. Harassment is defined as any unwelcome, offensive action or remark concerning a person's race, colour, language, ethnicity, age, political or religious convictions, gender, marital status or disability.
6. The equal employment opportunity goals of the Shire of Menzies shall be 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.

– End of Policy

ADOPTED: 30 AUGUST 2018

LAST REVIEWED: 28 MARCH 2024