

Policy Name	Equal Employment Opportunity
Policy Type	Human Resources
Policy Number	HR10
Version	3
Approval Date	January 2019
Renewal Date	January 2022



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POLICY STATEMENT

The West Daly Regional Council is committed to be an Equal Employment Opportunity Employer with an aim to ensure that every employee and job applicant feel they are valued, treated fairly and are given due recognition for their contribution. All employees are to be treated fairly and equally when employment decisions are made, and all forms of discrimination are avoided. It is important that all employees work in a harassment-free work environment.

The Chief Executive Officer has authority under the Local Government Act to “appoint, manage and where necessary, terminate the appointment of Council staff”.

- 1. An employee will not be treated less favourably because of a personal attribute they might have. Discrimination is unlawful if based upon:

Sex	Race
Colour	Nationality
Descent	Ethnic origin
Religion	Disability
Age	Compulsory Retirement
Pregnancy	Marital status
Homosexuality	Transgender

Racial vilification	Homosexual vilification
HIV/AIDS vilification	Transgender vilification

Any of the above attributes are irrelevant when employment is being considered.

2. All recruitment, selection, promotion and transfer processes within Council are fair and based solely on merit principles.

3. All employees are to have fair access to all workplace opportunities and benefits including:
 - Training and development;
 - Promotion opportunities;
 - Shifts, rosters, hours of work and overtime;
 - Salary levels and packages;
 - Leave arrangements;
 - Pregnancy arrangements and maternity/parental leave;
 - Performance assessment;
 - Disciplinary procedures; and
 - Organisational restructure.

4. All employees are to be encouraged to make full use of their particular skills and abilities.

TERMINOLOGY AND REFERENCES

REFERENCES

Local Government Act
Anti Discrimination Act

FURTHER INFORMATION:

Human Resource Advisor