

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

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### 2. EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The District Council of Streaky Bay believes it has a social responsibility towards all Members of its community and is required to create an employment environment which reflects the values and needs of the community.

Accordingly, the District Council of Streaky Bay is firmly committed to the principle of equal employment opportunity for all staff.

To achieve fair and equitable treatment in all aspects of human resources practice and community service provision, the District Council of Streaky Bay recognises its legal obligations under the South Australian Equal Opportunity Act 1984 and the Local Government Act 1999.

- 1) The SA Equal Opportunity Act and its subsequent amendments makes discrimination unlawful on the ground of – sex; sexuality; marital status; pregnancy; race; impairment (physical or intellectual) and age. These apply to the areas of unemployment, providing goods and services, advertising and other as per the Act. Sexual harassment and victimisation as defined in the Act are also unlawful.
- 2) The Local Government Act 1999 requires that Council observe general principles of personnel management and develop and implement equal employment opportunity programmes relating to Council employment. The District Council of Streaky Bay will therefore-
  - a) Consult the Council's Equal Employment Opportunity Consultive Committee, Workplace Representatives, Unions and other interested parties, regarding Council's equal employment opportunity program.
  - b) Ensure that the selection of individuals for employment and promotion, is solely based on the principle of merit, that is the best person will be selected on the basis of his/her skills, qualifications, experience and knowledge.
  - c) Establish procedures to deal with discrimination effectively
  - d) Appoint an Equal Employment Opportunity Co-ordinator.
  - e) Develop an ongoing Equal Employment Opportunity Program of practical implementation and strategies, including training and/or Staff development for Staff and Elected Members; and
  - f) Ensure all Staff and Elected Members are kept well informed about policies, procedures and implementation strategies.

The overall responsibility for monitoring the effectiveness of this policy and for implementing an on going program of action is vested in the Chief Executive Officer.

All employees have a personal responsibility in the practical application of this policy. However, specific responsibility falls upon management, supervisors and employees professionally involved in recruitment of employee administration and training.

Employees are encouraged to raise equal opportunity issues or grievances with the Equal Opportunity Co-ordinator or Consultive Committee Members. Confidentiality will be respected. It should also be noted that it is the right of every South Australian to seek advice or assistance from the Equal Opportunity Commission.

Further information on Equal Opportunity, discrimination, harassment and bullying is available in an information flyer freely available on the Occupational Health and Safety Boards..

This policy reflects commitment to create a workplace which is free of discrimination and to which all people are permitted equal access and opportunity, to progress to the full extent of their ability.