

Equal Employment Opportunity Statement

Statement:

The City will ensure equal employment opportunity for all its employees and applicants for employment. Its commitment is to promote and afford equal treatment and to assure equal employment opportunity to all persons regardless of sex, gender history, marital status, pregnancy, family responsibility, family status, race, political conviction, religious conviction, sexual orientation, age, spent conviction and impairment (unless such impairment prevents the performance of the inherent functions required of the position).

The objectives of the City are to:

1. Ensure fair treatment and non-discrimination in hiring and employment.
2. Ensure compliance with State and Federal Acts and Regulations relating to equal opportunity and discrimination.

This statement applies to every aspect of employment including, but not limited to, recruitment and selection, training and development, promotion, retention, and the terms and conditions of employment.

Responsibilities

In order to achieve these objectives, both the City and its employees have the following responsibilities.

City

- The organisation has an Equal Employment Opportunity Management Plan to ensure that the workplace is inclusive, diverse and free from harassment and discrimination.
- Communicate effectively to all employees the approach to equal employment opportunity and record and deal with any incidents of harassment and discrimination for follow up action.
- Ensure access to job and career paths by having a recruitment and selection process free from discrimination and job design that caters for a diverse workforce.
- Develop and implement strategies to pro-actively increase the representation of specific groups within the workforce, including women in management, Indigenous Australians, people with disabilities, people from diverse backgrounds and youth.

Employee

- Work in accordance with the protocols and procedures of the City and notify your supervisor if you believe they are not adequate.
- Be aware of diversity in the workplace and respect all diverse workgroups.



Garry Hunt
Chief Executive Officer