

## HEAD OF POWER

- *Age Discrimination Act 2004 (Cth)*
- *Anti-Discrimination Act 1991*
- *Australian Human Rights Commission Act 1986 (Cth)*
- *Crime and Corruption Act 2001*
- *Disability Discrimination Act 1992 (Cth)*
- *Equal Employment Opportunity (Commonwealth Authorities) Act 1987 (Cth)*
- *Industrial Relations Act 2016*
- *Local Government Act 2009*
- *Public Interest Disclosure Act 2010*
- *Public Sector Ethics Act 1994*
- *Racial Discrimination Act 1975 (Cth)*
- *Sex Discrimination Act 1984 (Cth)*
- *Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 (Cth)*
- *Work Health and Safety Act 2011*

## INTENT

The purpose of this policy is to ensure Council provides a workplace which is free from discrimination where all people are treated with courtesy and respect.

## SCOPE

This policy applies to all employees and external candidates who apply for roles. All categories of work are covered including permanent, temporary, casual employees and volunteers.

It applies to employees:

- a) In all their workplace interactions, with each other, with customers, suppliers or members of the community
- b) While in the workplace or off-site at work related functions such as whilst on trips or visits to suppliers.

## POLICY STATEMENT

Council is an equal employment opportunity (EEO) employer and takes its legislative obligations and responsibilities seriously. Council believes that by creating an environment where employees are treated with respect and where the talents and skills of others are valued, improved outcomes for the community are achieved.

### 1. EEO Principles

Council will uphold the following EEO Principles:

- a) Employees will not be unlawfully discriminated against at any time in their employment.

- b) Provision of equal opportunity in all aspects including conditions of employment, recruitment, remuneration, development, promotion and separation.
- c) All decisions are made based on an individual's merit with reference to the job requirements.
- d) Promotion of a work environment that is socially inclusive, which values diversity and allows employees to realise their full potential without fear of discrimination or harassment.

## 2. Embedding the EEO Principles

Effectively embedding the EEO Principles provides an environment which facilitates the elimination of discrimination of others and supports the objectives of this policy.

To create this environment Council will:

- a) Ensure the development, implementation and on-going review of this policy;
- b) Embed the EEO Principles into all processes within Council;
- c) Ensure appropriate and effective procedures are implemented for handling complaints concerning discrimination within the workplace; and
- d) Provide on-going training regarding EEO and discrimination.

## 3. Breaches

Maintaining a discrimination free workplace is essential for Council's delivery of services to the community. Any concerns regarding potential breaches of this policy will be handled in accordance with Council's grievance procedures.

## ASSOCIATED DOCUMENTS

- Employee Code of Conduct
- Workforce Diversity and Inclusion Strategy
- Workplace Harassment and Bullying Operational Policy
- Sexual Harassment Prevention and Response Plan

## DOCUMENTS CONTROLS

Council will review this policy biennially or in response to changes in law or best practice.

## POLICY OWNER

Director People and Performance.