

Council Policy

Policy Title:	Equal Employment Opportunity (EEO)
Policy Number:	7.8
Focus Area:	Governance and Process
Responsibility:	Organisational Development
Meeting Adopted:	18 August 2015 – 180815/8

OBJECTIVE

To express Council, management and staff commitment to the elimination of discrimination, both direct or indirect in the selection for employment or granting of any benefit whilst employed on the grounds of race, gender, sexual preference, marital status, disability, religion and/or age.

POLICY

1. To establish, monitor and review such policies and procedures as is seen fit to implement the provisions of this EEO Policy through the EEO Management Plan.
2. To promote equal employment opportunity for all employees and citizens of the Richmond Valley by compliance with:
 - **Commonwealth Legislation**
 - Equal Employment Opportunity (EEO) Act 1987
 - Human Rights and Equal Opportunity Commission Act 1986
 - Sex Discrimination Act 1984
 - Racial Discrimination Act 1975
 - Disability Discrimination Act 1992
 - Affirmative Action (Equal Employment Opportunity for Women) Act 1986
 - Carer Recognition Act 2010
 - Fair Work Act 2009
 - **State Legislation**
 - Anti Discrimination Act 1997
 - Disability Services Act 1993
 - Industrial Relations Act 1996
 - Local Government Act 1993.
3. Within the above legislation, promote the outcomes set down in the Richmond Valley Council Community Strategic Plan related to the employee profile of Council.

Council confirms that equality in employment and access to employment is a fundamental right of all citizens. Council believes that application of the EEO Policy

and associated procedures will lead to a more productive workplace and result in better service delivery to the community, particularly when its workforce reflects the broader community demographic.

EEO principles also apply to conditions of employment, access to benefits conferred by the employment contract, interaction between staff in the workplace, the conduct of annual reviews and evaluation of performance and the opportunity for training and career development.

This policy will be implemented by the Equal Employment Opportunity (EEO) management plan. The EEO management plan identifies initiatives to promote employment policies and practices based on the principle of merit and to pursue programs designed to assist people traditionally disadvantaged in the workplace because of discrimination or prejudice and social inequity.

REVIEW

This policy will be reviewed by Council at the time of any relevant legislative changes, compliance requirements or at least every four years.