

POLICY



Date adopted: 30/05/2017
File no: 128802-1
Minute number: 148/2017

Policy title: **EQUAL EMPLOYMENT OPPORTUNITY (EEO)**

Directorate: ORGANISATIONAL SERVICES

Branch: PEOPLE & CULTURE

Policy objective: To promote equality of employment opportunities. This will enhance the capacity of Council to achieve their objectives by:

- (a) improving organisational efficiency and productivity through the selection and employment of the best and most talented people
- (b) fulfilling the social justice obligations of equity and fairness
- (c) increasing the effectiveness of service delivery and decision-making by adopting an employee profile more accurately reflecting the community profile.

Policy scope:

This policy will apply to the following target groups (as identified in the Local Government Regulation 2012):

- (a) Aborigines and Torres Strait Islanders
- (b) people who migrated to Australia and whose first language is a language other than English and the children of those people
- (c) people with a physical, sensory, intellectual or psychiatric disability, whether the disability presently exists or previously existed but no longer exists
- (d) persons of the female sex, irrespective of age.

Definitions:

Not applicable.

Policy statement:

The following procedure is to be undertaken for this policy:

1. The Council will ensure that employees in the target groups as identified in the policy scope have an equal opportunity to the following employment matters;
 - (a) competing for recruitment and selection
 - (b) promotion and transfer
 - (c) training and staff development
 - (d) terms of service and separation.

2. Council will meet its legal obligation to ensure its workplaces are free from unlawful discrimination and harassment in accordance with the *Anti-Discrimination Act 1991 (Qld)* and the *Queensland Work Health and Safety Act 2011*.

Related policies/legislation/other documents:

DOC ID	DOCUMENT TYPE	DOCUMENT NAME
-	Legislation	Local Government Regulation 2012
-	Legislation	<i>Anti-Discrimination Act 1991 (Qld)</i>
-	Legislation	<i>Queensland Work Health and Safety Act 2011</i>