

# 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>