

Policy P625 Equal Employment Opportunity

Responsible Business Unit/s	Human Resources
Responsible Officer	Manager Human Resources
Affected Business Unit/s	All Business Units

Policy Objectives

The City of South Perth (the City), in compliance with State and Federal Legislation, is committed to ensuring our workplace is free of discrimination and harassment and that all workers are treated fairly in all aspects of their employment. The City is dedicated to providing a pleasant working environment that encourages diversity and good working relationships and that all recruitment, selection and employment decisions will be based on the individual merit of applicants and workers.

Policy Scope

This Policy applies to all workers of the City.

Policy Statement

The objectives of the *Equal Employment Opportunity Act 1984* (EEO Act) are to:

- eliminate and ensure the absence of discrimination in employment on the grounds of sex, marital status, pregnancy, family responsibility or family status, sexual orientation, race, religious or political conviction, impairment or age;
- eliminate and ensure the absence of discrimination in employment against gender reassigned persons on gender history grounds; and,
- promote equal employment opportunity for all persons.

The City recognises its legal obligations under the EEO Act and will actively promote equal employment opportunities (EEO) through:

- creating and reviewing policies, management practices and programs, and communicating these documents to employees;
- ensuring the philosophy and principles of EEO will apply at all levels of the organisation, including any persons visiting/working on City premises;
- employees with supervisory responsibilities at all levels will receive compulsory training and all employees will receive regular awareness training; and
- ensuring other reasonable steps are taken to promote and protect a non-discriminatory and harassment free work environment for all current and prospective workers.

Legislation / Local Law Requirements

Local Government Act 1995

Equal Opportunity Act 1984 (WA)

Equal Opportunity for Women in the Workplace Act 1999 (Cth)

Age Discrimination Act 2004 (Cth)

Disability Discrimination Act 1975 (Cth)

Racial Discrimination Act 1975 (Cth)

Sex Discrimination Act 1984 (Cth)

Human Rights and Equal Opportunity Commission Act 1986

Occupational Safety and Health Act 1984 (Cth)

Other Relevant Policies / Key Documents

City of South Perth Code of Conduct

City of South Perth Countering Bullying and Harassment in the Workplace Management Practice

City of South Perth Employee Discipline Management Practice