

Policy P625 Equal Opportunity

Strategic Direction	Leadership
Responsible Business Unit/s	People & Performance
Responsible Officer	Manager People & Performance
Affected Business Unit/s	All Business Units

Policy Objectives

The City of South Perth (the City), in compliance with relevant 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 Opportunity Act 1984* (EO Act) are:

- *“to eliminate, so far as is possible, discrimination against persons on the grounds of sex, marital status, pregnancy, family responsibility or family status, race, religious or political conviction, impairment, age or gender history in the areas of work, accommodation, education, the provision of goods, facilities and services and the activities of clubs;*
- *to eliminate, so far as is possible, sexual harassment and racial harassment in the workplace, and in educational institutions and sexual harassment and racial harassment related to accommodation;*
- *to promote recognition and acceptance within the community of the equality of men and women; and*

- *to promote recognition and acceptance within the community of the equality of persons of all races, regardless of their religious or political convictions, their impairments or ages.”*

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

- creating and reviewing policies, management practices and programs, and communicating these documents to employees;
- ensuring the philosophy and principles of EO 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, including the application of relevant outcomes, goals and actions in the City’s Reconciliation Plan (RP) and Access and Inclusion Plan (AIP) as amended.

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)

Disability Services Act 1993 (WA)

Racial Discrimination Act 1975 (Cth)

Sex Discrimination Act 1984 (Cth)

Human Rights and Equal Opportunity Commission Act 1986

Work Health and Safety Act 2020

Other Relevant Policies / Key Documents

City of South Perth Employee Code of Conduct

M655 Managing Workplace Behaviours

M647 Employee Discipline

City of South Perth Reconciliation Plan 2025-2030

City of South Perth Access and Inclusion Plan 2022-2027