

EQUAL EMPLOYMENT OPPORTUNITY (EEO) AND WORKFORCE DIVERSITY GENERAL POLICY

Intent

To set standards for Douglas Shire Council regarding Equal Employment Opportunity (EEO) and Workforce Diversity

Scope

This Policy applies to all staff, elected Council members, contractors and volunteer workers.

REFERENCE

Legislation:

Anti-Discrimination Act 1991

Provisions

Council is committed to ensuring a workplace free of discrimination and harassment. This commitment is based on equality of employment opportunity that enhances the capacity of Council to achieve its objectives by –

- (a) Improving organisational efficiency and productivity through the selection and employment of staff on merit based principles; and
- (b) Fulfilling the social justice obligations of equity and fairness; and
- (c) Increasing the effectiveness of service delivery and decision-making by adopting an employee profile that reflects the community profile.

This policy is to remain in force until otherwise determined by Council.

Manager Responsible for Review:

General Manager Corporate Services

ORIGINALLY ADOPTED: 16/06/2015

CURRENT ADOPTION:

DUE FOR REVISION: 16/06/2019