

**EQUAL EMPLOYMENT OPPORTUNITY**

| <b>DIVISION</b>    | <b>BUSINESS UNIT</b>     | <b>RESPONSIBILITY AREA</b> |
|--------------------|--------------------------|----------------------------|
| Corporate Services | Organisational Practices | Human Resources - EEO      |

**OBJECTIVE:**

The Shire of Plantagenet recognises its legal obligations under the Equal Opportunity Act, 1984, and actively promotes equal employment opportunity based solely on merit to ensure that discrimination does not occur on the grounds of gender, marital status, pregnancy, race, disability, religious or political convictions.

**POLICY:**

1. All employment training with the Shire of Plantagenet is directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such training.
2. All promotional policies and opportunities with the Shire of Plantagenet are directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements for such promotion.
3. All offers of employment within the Shire of Plantagenet are directed towards providing equal opportunity to prospective employees provided their relevant experience, skills and ability meet the minimum requirements for engagements.
4. The Shire of Plantagenet does not tolerate harassment within its workforce. Harassment is defined as any unwelcome, offensive action or remark concerning a person's race, sex, colour, language, ethnicity, political or religious convictions, gender, marital status or disability.
5. The equal employment opportunity goals of the Shire of Plantagenet are designed to provide an enjoyable, challenging, involving, harmonious work environment for all employees where each has the opportunity to progress to the extent of their ability.
6. The Shire of Plantagenet in no way deems the adoption of this policy as meaning that the Council's current attitude, or those of its current employees, requires changing or modification.'

**ADOPTED: 24 FEBRUARY 2004**

**UPDATED: 26 MAY 2009**