



## COUNCIL POLICY

**Title:** Equal Employment Opportunity

**Responsible Officer:** Deputy Chief Executive Officer

Shire of  
**Kellerberrin**

**Version:** Current

### 1. PURPOSE

The purpose of this policy is to ensure every person shall have equal opportunity, training and advancement. The criteria for providing such opportunities will be based on the principle of merit.

### 2. SCOPE

This policy is applied to the Shire of Kellerberrin and its elected members and employees.

### 3. DEFINITIONS

### 4. STRATEGIC CONTEXT

This policy links to core drivers:

1. Relationships that bring us tangible benefits (to the Shire and our community)
2. Our lifestyle and strong sense of community
3. We are prepared for opportunities and we are innovative to ensure our relevancy and destiny

### 5. POLICY STATEMENT

The Shire of Kellerberrin is committed to maintaining and promoting an equal opportunity program whereby the objective is to ensure that none of the grounds that are recognised as being discriminatory under the Equal Opportunity Act are contravened by Councillors, Management or any employee of, or contractor engaged by the Shire of Kellerberrin.

No discrimination shall take place on the basis of:

- Gender
- Marital Status
- Pregnancy
- Race
- Disability
- Age
- Religious Conviction
- Political Conviction
- Sexual Orientation
- Family responsibility of family status

All offers of employment within the Shire of Kellerberrin will be directed towards providing equal opportunity to prospective employees provided their relevant experiences; skills and ability meet the requirements of engagement.

All promotion opportunities will be directed towards providing equal opportunity to all employees provided their relevant experiences, skills and ability meet the requirements for such promotion.

An employee who feels they have been discriminated against is encouraged to make a complaint in accordance with the Shire of Kellerberrin complaints/grievance procedure as detailed in Council Policy.

The Chief Executive Officer, all Managers and Supervisors are responsible for ensuring that this policy and provisions contained within the Equal Opportunity Act 1984 are adhered to.

## **6. RELATED LEGISLATION/ DOCUMENTATION**

## **7. REVIEW DETAILS**

Council Adoption	Date	February 2020	Resolution #	MIN009/20
Previous Adoption	Date	October 2016	Resolution #	MIN168/16