

POLICY NUMBER - 2.28

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POLICY SUBJECT - ~~2.28~~ Equal Employment Opportunity
Employment

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1. POLICY PURPOSE

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Purpose

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To detail the Shire of Merredin's commitment to providing Equal Employment Opportunities to current and prospective staff of the organisation and providing an environment that promotes cultural safety and gender equity.

2. POLICY SCOPE

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Policy Statement

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

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This policy applies to all ~~elected members, employees and contractors to the Shire of Merredin~~ employees of the Shire of Merredin.

3. LEGISLATIVE REQUIREMENTS

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Equal Opportunity Act (1984)

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4. POLICY STATEMENT

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~~The Shire recognises its legal obligations under the *Equal Opportunity Act (1984)* to actively promote equal employment opportunity based on merit, to ensure that discrimination does not occur on the grounds of gender, marital status, pregnancy, race, disability, religion, political convictions or impairment.~~

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4.1 Guidelines

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1. All offers of employment within the Shire will be directed to providing equal opportunity to prospective employees provided their relevant experience, skills and ability meet the minimum requirements for engagement.
2. All employment training opportunities within the Shire will be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability meet the minimum requirements of such training.
3. All promotional policies and opportunities within the Shire will be directed towards providing equal opportunity to all employees provided their relevant experience, skills and ability to meet the minimum requirements of engagement.

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4. The equal opportunity goals of the Shire are designed to provide an enjoyable, challenging, involving and harmonious work environment for all staff, where each has the opportunity to progress to the extent of their ability.

5. The Shire of Merredin will not tolerate harassment within its workplace.

4.2 Related Policies and Procedures

- Employee Code of Conduct
- Code of Conduct - Shared Accommodation
- Policy 1.1 Code of Conduct for Council Members, Committee Members and Candidates
- Policy 2.19 - Bullying, Discrimination & Harassment
- (Staff) Policy 1.16 - Grievances, Investigations & Resolution
- (Staff) Policy 1.17 – Disciplinary Policy
- (Staff) Parental Leave Policy
- Shire of Merredin Corporate Business Plan

5. KEY POLICY DEFENITIONS

N/A

6. ROLES AND RESPONSIBILITIES

All employees who are responsible for employment and training of other staff are responsible for implementing this policy.

7. MONITOR AND REVIEW

This policy will be reviewed by the Executive Management Team every two years.

Related Policies & Procedures

Code of Conduct
Policy 2.19 – Bullying, Discrimination
& Harassment Policy 2.25 –
Grievances, Investigations &
Resolutions Policy 2.26 – Disciplinary
Grievances, Investigations & Resolutions Procedure

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1.	Adopted	20 February 2018	CMRef 82118	
2.	Reviewed	22 August 2023	CMRef ?????	

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