

## COUNCIL POLICY LG543

### EQUAL OPPORTUNITY

KEY FOCUS AREA LEADERSHIP AND GOVERNANCE

#### Purpose

The purpose of this Policy is to outline the Council's commitment towards equal opportunity. Council, in compliance with State and Federal Legislation including the *Equal Opportunity Act 1984 (WA)*, is dedicated and committed to ensuring that all persons including visitors, customers, ratepayers, residents, stakeholders, Council Members and employees are treated fairly in all interactions with the Town.

#### Policy

Council is dedicated and committed to providing sufficient resources including employee numbers, training and resources to help the Town achieve equal opportunity. Council is committed to the following principles:

1. A pleasant, fair and safe working environment that encourages diversity and good working relationships.
2. Ensuring training is provided to employees when required.
3. Ensuring the same level of service is provided to all.
4. Ensuring that all recruitment, selection and employment decisions will be based on the individual merit of applicants.
5. Creating and reviewing policies, management practices and programs that support equal opportunity, and communicating and applying these documents.
6. Ensuring the philosophy and principles of equal opportunity will apply at all levels of the organisation.
7. Ensuring reasonable steps are taken to promote and protect a non-discriminatory and harassment free work environment for all current and prospective employees.

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<b>Legislation:</b>	<i>Local Government Act 1995 (WA)</i> <i>Equal Opportunity Act 1984 (WA)</i> <i>Equal Opportunity for Women in the Workplace Act 1999 (Cth)</i> <i>Age Discrimination Act 2004 (Cth)</i> <i>Disability Discrimination Act 1975 (Cth)</i> <i>Racial Discrimination Act 1975 (Cth)</i> <i>Sex Discrimination Act 1984 (Cth)</i> <i>Human Rights and Equal Opportunity Commission Act 1986 (WA)</i> <i>Occupational Safety and Health Act 1984 (Cth)</i>		
<b>Organisational:</b>	Code of Conduct for Council Members, Committee Members and Candidates Employee Code of Conduct Recruitment and Selection Guidelines		
Version #	Decision:	OCM Date:	Resolution Number:
1.	Adopted	1 June 2021	066/21
2.	Modified	25 June 2024	88/24