
6.1 Equal Employment Opportunity

Policy Owner	Administration and Financial Services
Person Responsible	Chief Executive Officer
Date of Adoption	07 February 2005
Date of Last Review	23 August 2022 – Resolution 02082022
Date Next Due for Review	(3 years / or earlier if required)

OBJECTIVE

To ensure every person shall have equal opportunity for employment, training and advancement. The criteria for providing such opportunities will be based solely on the principle of merit.

POLICY

The Shire of Wongan-Ballidu (the Shire) 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 Elected Members, Management or any employee of, or contractor engaged by the Shire.

No discrimination shall take place on the basis of:

- Gender
- Marital Status
- Pregnancy
- Race
- Disability
- Age
- Religious conviction
- Political conviction
- Sexual orientation
- Family responsibility or family status

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

All promotion opportunities will be directed towards providing equal opportunity to all employees provided their relevant experience, 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's complaints/Grievance Procedure.

REVIEW

Reviews of this policy are to be undertaken every 3 years or earlier if required.

RESPONSIBILITY FOR IMPLEMENTATION

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.