

## 3.10 Equal Employment Opportunity

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POLICY TITLE: EQUAL EMPLOYMENT OPPORTUNITY

FILE REF: SC287

EXPIRY DATE: NOVEMBER 2027

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### OBJECTIVES

To prevent employment discrimination and to promote equal employment opportunity thereby ensuring compliance with the Anti-Discrimination Act, 1977 and the Local Government Act, 1993.

### POLICY STATEMENT

Equal Employment Opportunity (EEO) means that all employees receive fair and equitable treatment in the workplace.

In the policies and practices of Council there shall be no discrimination in respect of age, sex, marital or domestic status, race or ethno-religious background, disability, homosexuality, transgender, or carers' responsibilities.

Selection of individuals for employment, promotion or advancement, training and staff development will be on the basis of personal merit in fair and open competition according to the skills, abilities, qualifications, experience, knowledge and efficiency relative to the position.

No employee of Council shall be impaired in or detracted from performing their day-to-day activities through discriminatory practices or ideals.

This policy on Equal Employment Opportunity reflects the desire of Council and senior management to enjoy a workplace free of discrimination where each individual has the opportunity to progress to the extent of his or her ability.

### EQUAL EMPLOYMENT OPPORTUNITY MANAGEMENT PLAN

EEO is fundamental to good human resource management. Council, in accordance with the Local Government Act (1993), has prepared an Equal Employment Opportunity Management Plan.

This Management Plan states the objectives, actions and targets to achieve Council's overall strategy for equal employment opportunity in the workplace. It complements this Policy and ensures compliance with the Policy.

### EQUAL EMPLOYMENT OPPORTUNITY OFFICER

The Equal Employment Opportunity Officer has the overall responsibility for the implementation and co-ordination of the Equal Employment Opportunity Management Plan.

The EEO Officer for Lockhart Shire Council is the incumbent Human Resources/Enterprise Risk Manager. However, Council recognises that EEO is the responsibility of all persons in the Council and as such will ensure advice on EEO matters is available on an ongoing basis to all staff.

All employees of Council have a legal and moral responsibility to treat each other fairly and are expected to fulfil these responsibilities as a condition of employment.

*Adopted by Council 25 November 2024  
Refer Minute No. 187/24*

*Revised by Council 21 November 2021  
Refer minute 222/21*

*Revised by Council 19 November 2018  
Refer minute 320/18*

*Confirmed by Council 17 August 2009  
Refer minute 283/09*

*Amendments adopted by Council – 17 June 2002  
Refer Minute No. 23118*