

Equal Employment Opportunity Policy		 Longreach Regional Council Ilfracombe Isisford Longreach Yarak
Policy Number:	04-01	
Policy Category:	Employment	
Authorised by:	Res-2025-02-032	
Date approved:	20 February 2025	
Review Date:	20 February 2027	

PURPOSE

The purpose of this policy is to ensure Longreach Regional Council (Council) provides a workplace which is free from discrimination where all people are treated fairly and with courtesy and respect.

SCOPE

This policy applies to all employees and external candidates who apply for roles. All categories of work are covered including permanent, temporary, and casual employees and volunteers.

It applies to employees:

- In all their workplace interactions, with each other, with customers, suppliers, or members of the community
- While in the workplace or off-site at work related functions such as whilst on trips or visits to suppliers.

LEGISLATION

Anti-Discrimination Act 1991

Crime and Corruption Act 2001

Disability Discrimination Act 1992 (Cth)

Equal Employment Opportunity Act 1987 (Cth)

Human Rights Act 2019

Industrial Relations Act 2016

Local Government Act 2009

Public Interest Disclosure Act 2009

Public Sector Ethics Act 1994

Racial Discrimination Act 1975 (Cth)

Sex Discrimination Act 1984 (Cth)

Work Health and Safety Act 2011

DEFINITIONS

Employees – includes full-time, part-time, casual employees and volunteers (including temporary employees) of Council.

Equal Employment Opportunity – the practice that everyone can have equal access to employment opportunities based on merit, without fear of discrimination or harassment.

POLICY STATEMENT

Council is an equal employment opportunity (EEO) employer and recognises that EEO is a matter of employment obligation, social justice, and legal responsibility. The council is committed to and believes that by creating an environment where employees are treated with respect and fairness, and where our diversity is valued, we can achieve positive outcomes for the community.

Equal Employment Opportunity Principles

Council will uphold the following EEO Principles:

- a) Employees will not be unlawfully discriminated against at any time in their employment.
- b) Provision of equal opportunity in all aspects including conditions of employment, recruitment, remuneration, development, promotion, and separation.
- c) All decisions are made on the basis of an individual's merit with reference to the job requirements.
- d) Promotion of a work environment that is socially inclusive, which values diversity and allows employees to realise their full potential without fear of discrimination or harassment.

Embedding Equal Employment Opportunity Principles

By effectively embedding the EEO principles Council can create a workplace that is free of discrimination of other and supports the objectives of this policy. Council will do this by:

- a) Ensuring the development, implementation and on-going review of this policy and other associated policies.
- b) Embed the EEO principles into workplace processes within Council.
- c) Ensure appropriate and effective procedures are established and implemented for handling complaints concerning discrimination within the workplace.
- d) Provide on-going training regarding EEO and discrimination to employees.

Breach of Policy

Maintaining a discrimination free workplace is essential for Council's delivery of services to the community. Any employee found to be in breach of this policy, will be subject to disciplinary action up to and including dismissal.

RELATED DOCUMENTS

Code of Conduct for Employees

Prevention and Elimination of Sexual Harassment

Prevention and Elimination of Discrimination, Bullying, Harassment and Vilification

Authorised at Council's Ordinary Meeting, held on 20 February 2025:



Brett Walsh
Chief Executive Officer