


COUNCIL POLICY

Equal Employment Opportunity	Adopted By Council:	09/06/10	
	Date/s Revised:	18/10/11	
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	*(may be subject to legislative changes)		
	Document No:	CP007	
	Directorate:	Governance & Community	
	Responsible Officer:	General Manager Governance & Community	

CONTEXT

Council's Policy on Equal Employment Opportunity reflects not only its obligation under the Equal Opportunity Act 1995 and Local Government Act 1989 but Council's desire to promote a workplace free of discrimination where each person has the opportunity to progress to the extent of their ability.

POLICY

Equal Employment Opportunity, or EEO, means the absence of discrimination or less favourable treatment with regards to a person's employment.

The following grounds of discrimination apply in Victoria under Federal and State laws:

- sex
- marital status
- pregnancy or potential pregnancy
- race, colour, nationality, ethnic or national origin
- impairment/disability (past, present or future)
- parental status
- lawful religious belief or activity
- lawful political belief or activity
- age
- industrial activity
- lawful sexual activity
- physical features
- carer status
- breastfeeding
- gender identity
- sexual orientation
- personal association with person identified by reference to one of the above attributes

Council is committed to upholding the principles of Equal Employment Opportunity in all Council activities.

OTHER REFERENCES

Equal Opportunity Act 1995

Local Government Act 1989

END