

Diversity and Inclusion Policy

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| Responsible Manager | Head of People & Wellbeing |
| Head of power | <i>Local Government Act 2009 (Qld)</i> <i>Local Government Regulation 2012 (Qld)</i> <i>Public Service Act 2008</i> <i>Industrial Relations Act 1999</i> <i>Anti-Discrimination Act 1991</i> <i>Sex Discrimination Act 1984</i> <i>Racial Discrimination Act 1975 (Cth)</i> <i>Disability Discrimination Act 1992 (Cth)</i> <i>Human Rights and Equal Opportunity Act 1986 (Cth)</i> <i>Public Sector Ethics Act 1994</i> |
| Authorised by | Council |
| Authorised on | 21 September 2021 |
| Implemented from | September 2021 |
| Last reviewed | June 2021 |
| Review history | 2021 |
| To be reviewed | June 2024 |
| Corporate Plan | People, Sustainability and Prosperity |

1. Purpose

Torres Strait Island Regional Council (Council) is strongly committed to creating a workplace where diversity is valued, people are included, feel comfortable and supported.

Council recognises and respects diversity, individual needs, experiences, and strengths, through the creation of an environment that enables our people to thrive and achieve their aspirations.

This policy will guide decisions on how Council will shape and support our workplace and will also inform Council's various policies, procedures and strategies that align with diversity inclusion and belonging.

2. Application

This policy applies to all Council Officers, including contingent employees, volunteers, and Elected Members.

3. Legislation/Policies

This policy is established with reference to obligations specified in the *Anti-Discrimination Act 1991* and Council's People and Wellbeing Policy.

4. Provisions

Council is committed to fostering, cultivating, and preserving a workplace culture of diversity, equity and inclusion.

Our people are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of Council's purpose and how we deliver for our communities.

We embrace and encourage our employees' difference in gender, gender identity, age, ethnicity, cultural background, religious belief, sexual orientation, marital or family status, disability, socio economic background, perspective or experience and other characteristics that make our employees unique.

Council's diversity and inclusion initiatives are applicable, but not limited, to our practices and policies on recruitment and selection, compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; terminations and the ongoing development of a workplace environment built on the premise that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work arrangements to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater

understanding and respect for their diversity.

All employees of Council, including contingent employees:

- have a responsibility to always treat others with dignity and respect.
- are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other Council organised events.
- are encouraged and have a responsibility to respectfully address behaviours that conflict with this policy and Council's values.
- will be required to participate in annual diversity and inclusion awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behaviour that contradicts this policy, may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with this policy, should seek assistance from their line manager, supervisor or People & Wellbeing.

Manager Responsible for Review:

Head of People and Wellbeing



Adoption: 21 September 2021
Due for Revision: June 2024

David Baldwin
A/Chief Executive Officer