



Equal Employment Opportunity Policy

Responsible Manager	Head of People and Wellbeing
Head of power	<i>Local Government Act 2009 (Qld)</i> <i>Local Government Regulation 2012 (Qld)</i> <i>Public Service Act 2008 (Qld)</i> <i>Industrial Relations Act 1999 (Qld)</i> <i>Anti-Discrimination Act 1991 (Qld)</i> <i>Sex Discrimination Act 1984 (Qld)</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 (Qld)</i>
Authorised by	Council
Authorised on	30 June 2021
Implemented from	July 2021
Last reviewed	March 2021
Review history	2013, 2014, 2017, 2018, 2021
To be reviewed on	March 2024
Corporate Plan	People, Sustainability and Prosperity

1. Purpose

The Equal Employment Opportunity Policy (and Procedure) aims to ensure all employees are treated on their merits, without regard to race, age sex, relationship status or any other factor.

This Policy is designed to ensure that Torres Strait Island Regional Council complies with all of its obligations under the relevant legislation.

2. Application

This Policy applies to all Council Officer, including contingent employees, volunteers and elected members.

3. Legislation/Policies

This policy is established with reference to obligations specified in the *Industrial Relations Act 1999 (Qld)*, *Anti-Discrimination Act 1991 (Qld)*, *Sex Discrimination Act 1984 (Qld)*, *Racial Discrimination Act 1975 (Cth)*, *Disability Discrimination Act 1992 (Cth)*, *Human Rights and Equal Opportunity Act 1986 (Cth)*.

4. Provisions

Torres Strait Island Regional Council (Council) is committed to creating a work environment which is free from discrimination and sexual harassment and where all members of staff are treated with dignity, courtesy and respect.

Council is an equal opportunity employer. At all stages of the employment relationship (recruitment and selection, terms and conditions of work, training and professional development opportunities, promotion and transfer, retirement, retrenchment and termination) staff will be treated on their merits and valued according to how well they perform their duties.

Council is committed to the principle of Equal Employment Opportunity (EEO) and will not discriminate in matters of recruitment, selection or career progression on the basis of any distinction, exclusion, or preference having regard to a person's gender, marital status, pregnancy, parental status, sexual orientation, race, impairment, age, religion, trade union activity or political opinion.

Council believes that all staff should be able to work in an environment free from discrimination, victimisation, sexual harassment, vilification and the seeking of unnecessary information on which discrimination might be based. We consider these behaviours unacceptable and they will not be tolerated.

Staff who make a complaint of discrimination or sexual harassment will not suffer any victimisation by Council for making the complaint. This also applies to staff who agree to be a witness in a complaint or have a complaint made against them.

Council will provide regular staff training on discrimination and sexual harassment, and have procedures for complaints.

Further, Council is committed to the attraction, recruitment, development and retention of local, First Nations people

Disciplinary action will be taken by Council against any staff member found to have breached this policy. Action will be appropriate to the breach and may include: an official warning and note on the person's personnel file; a formal apology; counselling; demotion, transfer, suspension; or dismissal for very serious matters.

Manager Responsible for Review:

Head of People and Wellbeing

A handwritten signature in black ink, appearing to read 'David Baldwin', with a stylized flourish at the end.

Adoption: 30 June 2021

Due for Revision: 31 March 2024

David Baldwin
Acting Chief Executive Officer