



**AP1 – EQUAL OPPORTUNITY POLICY**  
**MANAGEMENT PRACTICE: EQUAL OPPORTUNITY**  
**DELEGATION: N/A**

**OBJECTIVE**

To outline the Shire of Jerramungup's commitment to Equal Opportunity as an employer and as a service provider to the community by:

- a) Eliminating, so far as is possible, discrimination against persons on the grounds of sex, marital status or pregnancy, family responsibility or family status, sexual orientation, race, religious or political conviction, impairment, age, publication of relevant details on the Fines Enforcement Registrar's website or, in certain cases, gender history in the areas of work, accommodation, education, the provision of goods, facilities and services and the activities of clubs;
- b) Eliminating, so far as is possible, sexual harassment and racial harassment in the workplace and in educational institutions and sexual harassment and racial harassment related to accommodation;
- c) Promoting recognition and acceptance within the community of the equality of men and women; and
- d) Promoting recognition and acceptance within the community of the equality of persons of all races and of all persons regardless of their sexual orientation, religious or political convictions or their impairments or ages.

**POLICY**

Equal employment opportunity principles apply equally to Councillors and employees.

The Shire of Jerramungup recognises its legal obligations under the Equal Employment Act 1984 and will actively promote the principles of equity and diversity in the workplace. This means that the Shire aims to provide a work environment that fosters good working relationships where Councillors, employees, contractors and volunteers are treated fairly and equally and that unlawful discrimination does not take place. Treating people fairly has a positive impact on staff and customers and enhances our reputation as an employer of choice.

All employment training with the Shire of Jerramungup will be directed towards providing equal opportunity to all employees provided their relevant experience; skills and ability meet the minimum requirements for such training.

All promotional policies and opportunities with the Shire of Jerramungup will be directed towards providing equal opportunity to all employees provided their relevant experience; skills and ability meet the minimum requirements for such promotion.

All offers of employment within the Shire of Jerramungup will be directed towards providing equal opportunity to prospective employees provided their relevant experience; skills and ability meet the minimum requirements for engagement.

The Shire of Jerramungup will not tolerate harassment within its workplace. Harassment is defined as any unwelcome, offensive action or remark concerning a person's race, colour, language, ethnicity, political or religious convictions, gender, marital status or disability.

The equal opportunity goals of the Shire of Jerramungup are designed to provide an enjoyable, challenging, involving, harmonious work environment for all employees where each has the opportunity to progress to the extent of their ability.

Council will exercise the conditions and requirements of its Equal Opportunity Management Plan 2024 - 2029.

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| <b>Relevant Legislation:</b> | <i>Equal Opportunity Act 1984</i>  |
| <b>Related Documents:</b>    | Management Practice – Equal Employment Opportunity<br>Shire of Jerramungup Equal Opportunity Management Plan 2024 - 2029 |
| <b>Related Local Law:</b>    | N/A  |
| <b>Related Policies:</b>     | OSHP4 – Workplace Bullying Policy<br>OSHP5 – Sexual Harassment Policy  |
| <b>Adopted:</b>              | 20 April 2016 OC160406   |
| <b>Last Reviewed:</b>        | 19 June 2024   |
| <b>Next Review Date:</b>     | 2026   |