

1.0 Policy Purpose

- 1.1 Council is committed to providing an inclusive work environment that values diversity of thought and experience. This policy supports council to uphold compliance with applicable legislation, our corporate standards, values and other requirements.

2.0 Policy Statement

- 2.1 This policy supports council to build an inclusive and safe work environment where employees (and contractors/students/volunteers where applicable) feel valued, part of the team, can contribute and reach their full potential. Council strives to ensure a work environment free from unlawful discrimination, harassment, vilification and bullying. Council will not tolerate inappropriate and/or unlawful conduct.
- 2.2 This policy provides guiding principles on work practices and expected conduct to:
- 2.2.1 ensure employment decisions uphold council's commitments to equity (including Equal Employment Opportunity);
 - 2.2.2 allow council to build a workforce representative of the communities we serve;
 - 2.2.3 create a culture which embraces difference;
 - 2.2.4 celebrate the benefits to council and our people associated with embracing difference; and
 - 2.2.5 ensure work environments remain free from unlawful discrimination, harassment, vilification and bullying.
- 2.3 Employees (and contractors, students, volunteers where applicable) have a responsibility to comply with the principles of this policy and any related procedures, guidelines or requirements. Leaders have additional responsibility to demonstrate commitment to this policy by actively encouraging diversity and ensuring inclusive practices within their work teams and promptly addressing any inappropriate and/or unlawful conduct.
- 2.4 Suspected breaches of this policy should be reported promptly to council management or through our Confidential Disclosure Line for serious concerns. Details of this service are available at <https://takintegrity.com/chrc>.

3.0 Charter of Human Rights Compliance

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Adoption Date: 20/10/2021

Amended Date:

Document Name: Diversity, Inclusion and
Equal Employment Opportunity Policy

Revokes:
Document Set ID: 1546369

Review Date:

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3.1 It is considered that this policy does not impact negatively on any rights identified in the *Human Rights Act 2019*.

Strategic Link	<i>Public Sector Ethics Act 1994</i> <i>Local Government Act 2009</i> <i>Local Government Regulation 2012</i> <i>Work Health and Safety Act 2011</i> <i>Human Rights Act 2019</i> <i>Anti-Discrimination Act 1991</i> <i>Disability Services Act 2006</i> <i>Industrial Relations Act 2016</i>
Category	People and Culture
Lead Business Unit	Corporate Services
Public Consultation	No
Adoption Date	20 October 2021
Next Review Due	
Document Number	1546369
Record Keeping	ECM, Vine and Council Website
Related Documents	Employee Code of Conduct

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