

Policy:	Policy Manual No.	Authorised By:	Policy Section:	Effective:	Review Date:
Equal Employment Opportunities	POD - EEO	Governance Motion 9/19/7	People and Organisational Development (POD)	24/09/2019	01/09/2020 (Annually)

EQUAL EMPLOYMENT OPPORTUNITIES (EEO) POLICY

1 Purpose:

The purpose of this policy is to reinforce the Glenfield Community Centre’s (“the Centre” including the Glenfield Early Learning Centre “GELC”) commitment to the principle of equal employment opportunities and to eliminating barriers that cause or perpetuate inequality in employment.

2 Scope:

All Governance and Staff of the Centre and GELC must abide by this policy and are responsible for applying equal employment opportunity principles to work practices and decision-making processes.

3 Policy:

The Centre is committed to upholding its responsibilities as an Equal Employment Opportunities employer and creating a workplace that attracts, retains and values diversity. To achieve this policy objective, the Centre will:

- provide equal opportunities for recruitment, retention, development and promotion of all of its current and prospective employees, regardless of sex, marital status, religious/ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, union membership employment status, family status, or sexual orientation;
- develop and maintain a workplace culture that values and supports diversity;
- ensure that it provides a safe, supportive and healthy environment for all employees that is conducive to quality teaching and community service;
- identify and eliminate all aspects of policies and procedures or other barriers that cause or perpetuate inequality in respect of the employment of any person or group of persons;

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- not tolerate any form of unfair discrimination in the workplace on any ground, including sex, marital status, religious/ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, union membership, employment status, family status, or sexual orientation;
- promote equal employment opportunities as an integral part of Centre policies and practices;
- support the health and wellbeing of female staff members breastfeeding infants by providing time for breastfeeding (or expressing milk) and the provision of private facilities in the workplace for breastfeeding (or expressing and storing milk), wherever possible;
- monitor, review and evaluate progress towards achieving equal employment opportunities;
- provide a welcoming and inclusive workplace for gender and sexually diverse people; and
- promote an environment where there is no size or weight discrimination (in respect of a person's physical size, such as very tall or short, or overweight/underweight).

4 Legal Compliance:

- Human Rights Act 1993

This policy meets or exceeds current statute, bylaws or regulations.

5 Document Management Control:

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