

2.6 Equal Employment Opportunity

Policy

Objective

To ensure the Shire of Dandaragan complies with the Equal Opportunity Act, 1984 as consolidated to 30 May 2025 and reflects current anti-discrimination expectations.

Policy Statement

The Shire of Dandaragan is committed to providing a workplace that is safe, inclusive, and free from all forms of unlawful discrimination, harassment and victimisation. Equal employment opportunity (EEO) will be applied in all employment practices, including recruitment, training, promotion and workplace management.

1) Equal Employment Opportunity Principles

- Employment decisions will be based solely on merit, relevant skills and qualifications All recruitment, promotion, training and development opportunities will be accessible to all employees based on merit
- The Shire will maintain policies and practices that prevent discrimination and support equal opportunity
- Refusal to tolerate any form of harassment within the workplace
- All employees will be treated with dignity, fairness and respect.

2) Compliance and Implementation

The Shire of Dandaragan has an ongoing commitment to raise awareness for the need and desirability of Equal Employment Opportunity practices and to ensure compliance with the requirements of the *Equal Opportunity Act 1984*.

To ensure that equal employment opportunity practices are implemented, the Shire embeds EEO principles through its existing strategic and operational frameworks, including:

- A Workforce Plan, which guides workforce development, capability, training, and organisational culture.
- The Disability Access and Inclusion Plan (DAIP), which outlines commitments to equitable access and inclusion for people with disability and informs inclusive recruitment and workplace adjustments.
- Employee Code of Conduct
- Relevant HR policies and procedures, which are reviewed periodically to eliminate discriminatory practices and ensure compliance with current legislation.

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