

Equal Employment Opportunities policy

Date: June 2016

Policy Statement

The OPC wishes to provide an effective process for the identification of elimination of all aspects of policies, procedures and other institutional barriers that cause or perpetuate inequality in respect of any persons or groups of persons

Objective

OPC will provide employees with equality of opportunity in the workplace (e.g. in access to, consideration for, and encouragement in recruitment, selection, promotion, conditions of employment, training and career development) regardless of differences among our staff (race, colour, ethnic or national origin, sexual orientation, marital status, disability, sexual orientation, ethical belief, ages, family status, political opinion or religion) and will aim to at all times treat diversity as an asset to the organisation.

Key points

An EEO Plan will be reviewed annually and used to measure progress towards achievement of EEO objectives.

The plan will aim to:

- provide a framework for future EEO policies
- ensure a working environment that encourages employment of all without unfairly discriminating against anyone
- ensure no unfair discrimination against those employed by, or applying for appointment or promotion within, the organisation
- adapt organisational structures, policies and procedures to facilitate achievement of the EEO Policy objectives above

Responsibilities

General Manager	<p>Framework development, implementation and compliance monitoring</p> <p>Advice and training for managers in relation to prevention and dealing with complaints</p>
Managers	<p>Creating an environment that promotes EEO/Diversity</p> <p>Understanding their obligations under applicable legislation and processes and ensuring compliance</p>
All employees	<p>Accountability for themselves and their activities</p>

RESPONSIBILITIES	
Persons/ Areas Affected	ALL OPC Staff & Contractors
Contact	General Manager
Approval Authority	Privacy Commissioner
Last Review Date	June 2016