

# Clarence Valley Conservation in Action (CVCIA Landcare) Inc



## EQUAL EMPLOYMENT OPPORTUNITY POLICY

Policy number	P002	Version	V1
Drafted by	K & L Noble	Committee approved	10 <sup>th</sup> April 2021
Responsible person	Chairperson	Scheduled review date	2022 AGM

### INTRODUCTION

Clarence Valley Conservation in Action (CVCIA Landcare) Inc recognises that Equal Employment Opportunity is a matter of employment obligation, social justice and legal responsibility. It also recognises that prohibiting discriminatory policies and procedures is sound management practice.

This policy has been designed to facilitate the creation of a workplace culture that maximises organisational performance through employment decisions. These decisions will be based on real business needs without regard to non-relevant criteria or distinctions and will ensure that all decisions relating to employment issues are based on merit.

### PURPOSE

This policy is designed to ensure that Clarence Valley Conservation in Action (CVCIA Landcare) Inc complies with all of its obligations under the relevant legislation.

### DEFINITIONS

*Discrimination* occurs if a person treats, or proposes to treat, a person with an attribute unfavourably because of that attribute. It can also occur if a person imposes, or proposes to impose, a requirement, condition or practice that has, or is likely to have, the effect of disadvantaging persons with an attribute; and that is not reasonable.

*Equal Employment Opportunity* consists of ensuring that all employees are given equal access to training, promotion, appointment or any other employment related issue without regard to any factor not related to their competency and ability to perform their duties.

*Victimisation* means subjecting, or threatening to subject, a person to any detriment because they have:

- asserted their rights under equal opportunity law;
- made a complaint;
- helped someone else make a complaint;
- refused to do something because it would be discrimination, sexual harassment or victimisation.

**Policies** can be established or altered only by the Committee.

**Procedures** may be altered by the Chairperson.

## **POLICY**

Clarence Valley Conservation in Action (CVCIA Landcare) Inc. is an equal opportunity employer and will provide equality in employment for all people employed or seeking employment.

Every person will be given a fair and equitable chance to compete for appointment, promotion or transfer, and to pursue their career as effectively as others.

Employment decisions relating to appointment, promotion and career development will be determined according to individual merit and competence.

Consistent with this, Clarence Valley Conservation in Action (CVCIA Landcare) Inc. does not condone any form of unlawful discrimination or vilification, including that which relates to:

- gender;
- pregnancy;
- potential pregnancy;
- marital/domestic status;
- disability;
- race, colour, national extraction, social origin, descent, and ethnic, ethno-religious or national origin;
- age;
- family responsibilities, family status, status as a parent or carer;
- racial classification;
- sexuality;
- HIV/AIDS vilification;
- religious belief or activity;
- political belief or activity;
- industrial activity;
- employer association activity;
- trade union activity;
- physical features;
- breastfeeding;
- transsexuality;
- transgender;
- profession, trade, occupation or calling;
- medical record;
- criminal record.

In all cases no factors other than performance and competence are to be used as the basis for performance assessment, training and development opportunities and promotions.

This policy is to be used in conjunction with the Discrimination and Harassment policies.

## **AUTHORISATION**

Jan Armstrong

10th April 2021

Clarence Valley Conservation in Action (CVCIA Landcare) Inc

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# Clarence Valley Conservation in Action (CVCIA Landcare) Inc



## EQUAL EMPLOYMENT OPPORTUNITY PROCEDURES

Procedures number	P002	Version	V1
Drafted by	K & L Noble	Committee Approved	<<insert date>>
Responsible person	Chairperson	Scheduled review date	2022 AGM

### RESPONSIBILITIES

It is the responsibility of the Chairperson to ensure that:

- all committee/supervisors understand and are committed to the principles and legislation relating to equal opportunity and applying it in the workplace;
- employment decisions relating to appointment, promotion and career development are determined according to individual merit and the individual's inherent ability to carry out the job;
- the organisation has a workplace culture that encourages equal employment opportunity;
- sets an example by their own behaviour.

It is the responsibility of the Chairperson/Committee to ensure that:

- all managers, supervisors, members, volunteers and staff are aware of and understand their obligations, responsibilities and rights in relation to equal employment opportunity;
- all managers, supervisors, members, volunteers and staff are committed to operating in accordance with the equal opportunity laws in the workplace;
- any matter which does not comply with the principles of equal employment opportunity are identified and addressed as promptly and sensitively as possible;
- immediate and appropriate steps are taken to minimise or eliminate unlawful harassment, discrimination, and bullying in the workplace
- ongoing support and guidance is provided to all employees in relation to equal employment opportunity principles and practice in the workplace.

It is the responsibility of all employees, contractors, members and volunteers to ensure that they:

- comply with this policy and treat all colleagues and customers with respect and professionalism without regard to non-relevant criteria or distinctions;
- refrain from engaging in discriminatory or harassing behavior; and
- inform their supervisor, committee member or chairperson if they believe that they (or someone else) has been treated unfairly.

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## **PROCEDURES**

Employees/ members/volunteers who believe they are being treated unfairly as a result of discrimination should promptly notify their supervisor, committee member or chairperson.

Should a complaint of discrimination or harassment be made, it will be investigated in a confidential and procedurally fair manner. If proven, the person responsible will be disciplined. In serious cases, this may involve dismissal.

## **RELATED DOCUMENTS**

- P003 - Sexual Harassment Policy
- P004 - Bullying Policy
- P005 - Anti-Discrimination Policy
- P007 - Affirmative Action Policy

## **AUTHORISATION**

Bevan Pugh

10th April 2021

Clarence Valley Conservation in Action (CVCIA Landcare) Inc

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