

Policy Title: Equal Employment Opportunities (EEO) Policy

Classification: Human Resources

Monitored by: HR Manager

Approved by: GM Operations

Effective Date: June 2020

Review Date: June 2022

Objective: To ensure the principles of equal employment opportunities (EEO) are implemented and to eliminate barriers that cause or perpetuate inequality in employment.

Commitment: HCK is committed to building an organisation based on respect for people of different backgrounds, beliefs and attitudes, which is free of unlawful discrimination.

Related Documents

- Human Rights Act 1993
- Employment Relations Act 2000
- Appointments Policy

Policy Details:

1. The Association will take all practicable steps to treat all employees and applicants according to their skills, qualifications and abilities, without regard to irrelevant factors.
2. The Association aims to be a workplace that is free of gender, sexual and racial harassment and that actively promotes the use of positive language.
3. The HR Manager is responsible for monitoring all HCK policies, procedures and practices to ensure EEO principles are visible.
4. Where appropriate, information will be collected about employees to identify the employment patterns of target groups, for example ethnic cultures, people with disabilities, Rainbow/LGBTIQ+ communities. The information will be used to look at the Association's personnel policies and practices, and to determine appropriate EEO objectives.

Review:

This policy will be reviewed biennially in consultation with staff.