

Equal Employment Opportunity Statement

Statement:

The City of Joondalup is committed to fairness, equity, diversity, and inclusion within all organisational practices and is an Equal Opportunity employer. We provide opportunities and support to build a diverse workforce and inclusive workplace that reflects the community we serve. The City encourages Aboriginal and Torres Strait Islander peoples, people of culturally and linguistically diverse backgrounds, people with a disability, people of all ages, sexualities and genders to apply for advertised positions.

The objectives of the City are to:

1. Ensure fair treatment and non-discrimination in hiring and employment.
2. Ensure compliance with State and Federal Acts and Regulations relating the equal opportunity and discrimination.

This statement applies to every aspect of employment including, but not limited to, recruitment and selection, training and development, promotion, retention, and the terms and conditions of employment.

Responsibilities

In order to achieve these objectives, both the City and its employees have the following responsibilities.

City

- The organisation has a *Diversity and Inclusion Plan* to ensure that the workplace is inclusive, diverse and free from harassment and discrimination.
- Communicate effectively to all employees the approach to equal employment opportunity and record and deal with any incidents of harassment and discrimination for follow up action.
- Ensure access to job and career paths by having a recruitment and selection process free from discrimination and job design that caters for diverse workforce.
- Develop and implement strategies to pro-actively increase the representation of specific groups within the workforce, including women in management, Indigenous Australians, people with disabilities, people from diverse backgrounds and youth.

Employee

- Work in accordance with the protocols and procedures of the City and notify your supervisor if you believe they are not adequate.
- Be aware of diversity in the workplace and respect all diverse workgroups.


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James Pearson

Chief Executive Officer