

GPI: Equal Employment Opportunity Policy

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Signed:
For the Policy Review Committee

Policy name: Equal Opportunity Policy

Policy number:

Rationale:

GPI recognises that equal employment opportunity (EEO) is a matter of employment obligation, social justice and legal responsibility. It also recognises that prohibiting discriminatory policies and procedures is sound management practice.

Equal employment opportunities means getting the best possible person for the job. It means ensuring that all employees have the same chance to contribute and succeed to the best of their ability regardless of their gender, ethnicity or disability.

GPI complies with all of its obligations regarding equal employment opportunity for everyone.

GPI is an equal opportunity employer and provides equality in all employment. Every person will be given a fair and equitable chance to compete for appointment, promotion and to pursue their career as effectively as others.

GPI does not condone and regards as unfair, all forms of unlawful discrimination. GPI respects all human rights and will adhere to the principles of basic human rights as stated by United Nations treaties and the European Charter of Human Rights.

In all cases performance and competence are to be used as the basis for performance assessment, training and development opportunities and promotions.

Definitions:

Discrimination: is treating an individual with a particular attribute less favourably than an individual without that attribute or with a different attribute under similar circumstances. It can also be, seeking to impose a condition or requirement on a person with an attribute who does not or cannot comply, while people without that attribute do or can comply.

Equality: GPI ensures 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: happens where an employee is treated harshly or subjected to any detriment because they have made a complaint.

Policy objectives:

This policy has been designed to facilitate the creation of a workplace culture that maximises performance through good employment decisions.

Activities:**1.0 GPI ensures that Equal Opportunity applies to all employees:**

- All GPI employees ensure that they meet equal opportunity requirements in all obligations when performing their responsibilities.
- GPI ensures that any matter which does not comply with the principles of EEO are identified and addressed as promptly and sensitively as possible.
- GPI provides ongoing support and guidance to all employees in relation to EEO principles and practice.
- GPI will ensure that all employees understand and are committed to the principles relating to equal opportunity and that they are applied in the workplace.
- All decisions relating to GPI appointment, promotion and career development are made without regard to any matters, other than the individual's inherent ability to carry out the job.
- GPI treats all employees with respect and professionalism.

2.0 Employees who believe they are being treated unfairly as a result of discrimination should notify the relevant GPI representative.

Refer to GPI performance & disciplinary procedure

3.0 All matters will be treated with the utmost respect and confidentiality.**Annex:**

Complaints Form

This Policy is provisionally approved by:

Date:

This Policy will be effective as of:

Approved review date: