

2.2 (b) Equal Employment Opportunity Policy

Policy number: 2.2(b)
Date last reviewed: August 2024
Reviewed by: Child Care Team

This policy relates to	
National Quality Standards Early Childhood Education & Care	7.1.2, 7.1.3

Purpose

Beaucare is committed to providing equal employment opportunity as part of its mission to provide equity and social justice. Equal employment opportunity means that merit and equity form the basis of all decisions in respect of staff of the scheme.

Policy

General Responsibilities of Staff

In order to provide equal employment opportunity, the service undertakes to:

- Promote and support equal employment opportunities in all its activities;
- Eliminate discrimination on the different characteristics of employees as stated in the scheme’s anti-discrimination policy;
- Create a working environment where staff are free from harassment;
- Use non-discriminatory language in all official documents and in speech within the scheme;
- Ensure the application of its anti-discrimination policy in recruitment, selection and promotion of staff;
- Provide equitable career development and training opportunities for all staff;
- Ensure equitable consultation with staff in development and implementation of policy;
- Implementation of Equal Opportunity and Anti-discrimination policy is the responsibility of all staff members.

Allegations of discrimination or harassment will be investigated according to procedures listed in the Bullying (4.5), Complaints (4.8) or Grievances (4.11) Policies.

Associated Beaucare Policies and Documents

Relevant Legislation

National Law

National Regulations

National Quality Standard

Australian Government: *Workplace Relations and Other Legislation Amendment Act 1997*

<http://www.comlaw.gov.au/Details/C2004A05313>

Australian Government: *Equal Opportunity for Women in the Workplace Act 1999*

<http://www.comlaw.gov.au/Details/C2011C00442>

Australian Government: *Age Discrimination Act 2004*

<http://www.comlaw.gov.au/Details/C2011C00583>

Australian Government: *Disability Discrimination Act 1992*

<http://www.comlaw.gov.au/Details/C2011C00747>

Australian Government: *Human Rights Commission Act 1986*

<http://www.comlaw.gov.au/Details/C2011C00579>

Australian Government: *Racial Discrimination Act 1975*

<http://www.comlaw.gov.au/Details/C2011C00852>

Australian Government: *Sex Discrimination Act 1994*

<http://www.comlaw.gov.au/Details/C2011C00853>

Qld Government: *Anti-Discrimination Act 1991*

<http://www.legislation.qld.gov.au/LEGISLTN/CURRENT/A/AntiDiscrimA91.pdf>