

Policy No. PP017

Equal Employment Opportunity Policy

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1 INFORMATION ABOUT THIS POLICY

POLICY INFORMATION

Date Adopted by Board 26 June 2025	Resolution No. 17/042, 21/060, 25/069
Policy Responsibility General Manager	
Review Timeframe 4 Yearly	
Last Review June 2025	Next Scheduled Review June 2029

DOCUMENT HISTORY

DOCUMENT NO.	DATE AMENDED	SUMMARY OF CHANGES
	27/04/2021	Remove reference to the year of the Goldenfields Water Enterprise Award to ensure currency Reference to the current EEO Management Plan 2021-2025
	06/2025	Reference to the current EEO Management Plan 2026-2030

FURTHER DOCUMENT INFORMATION AND RELATIONSHIPS

Related Legislation	<p>Goldenfields Water County Council Enterprise Award (as amended)</p> <p>NSW Local Government Act 1993</p> <p>Equal Employment Opportunity Act 1987</p> <p>NSW Anti-Discrimination Act 1992</p> <p>Disability Discrimination Act 1992</p> <p>Sex Discrimination Act 1984</p> <p>Racial Discrimination Act 1975</p> <p>Age Discrimination Act 2004</p> <p>Australian Human Rights Commission Act 1986</p> <p>Work Health and Safety Act 2011</p>
Related Policies	<p>PP013 Work Health and Safety Policy</p> <p>IP010 Recruitment Policy</p>
Related Procedures, Protocols, Statements and Documents	<p>EEO Management Plan 2026-2030</p>

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3 PURPOSE

Goldenfields Water has a legislative obligation to ensure the principles of equal employment opportunity and anti-discrimination are promoted and adhered to in the workplace.

This Policy shall:

- demonstrate Goldenfields Water's commitment to the principles of equal employment opportunity and anti-discrimination; and
- ensure Goldenfields Water meets its statutory obligations in relation to equal employment opportunity and anti-discrimination.

4 SCOPE

This Policy applies to all workers associated with Goldenfields Water.

5 DEFINITIONS

Bullying - Is defined as one or more occurrences of treating an individual or group of people less favourably; including behaviour that humiliates, intimidates, offends or degrades a person and creates a physical or psychological risk to health and well-being.

Equal Employment Opportunity (EEO) - Is the principle that ensures all staff and potential staff are treated equitably and fairly, regardless of their race, sex, marital or domestic status, gender, age, disability, carers' responsibility or sexual preference.

Discrimination - Treating a person or group less favourably or unfairly because they belong to a particular group, or are associated with a particular group of people. Discrimination can be on the grounds of race, sex, marital or domestic status, religion, gender, age, disability, carers/family responsibilities or sexual preference.

Harassment - Unwelcomed or unreciprocated behaviour that could make a person feel intimidated, offended, belittled, or apprehensive.

Sexual Harassment - Is when a person makes an unwelcome sexual advance, or an unwelcome request for sexual favours, to another person; or engages in any other unwelcome conduct of a sexual nature in relation to the other person.

Worker - Anyone who carries out assigned duties in any capacity for GWCC, including employees, contractors or sub-contractors, labour hire employees, apprentices or trainees, students and volunteers.

6 OUR COMMITMENT

Goldenfields Water is committed to providing:

- a workplace free from discrimination, harassment and bullying;
- an organisational culture which supports mutual respect and equality in the workplace;
- a workplace which values and supports diversity;

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- an inclusive and culturally sensitive work environment; and
- a workplace which values the principles of merit appointment.

7 EEO MANAGEMENT PLAN

Section 345 of the Local Government Act 1993 (the Act) requires Council to prepare and implement an EEO Management Plan. Section 344 of the Act objects to eliminate and ensure the absence of discrimination in employment on the grounds of race, sex, marital or domestic status and disability in councils, and to promote equal employment opportunity for women, members of racial minorities and persons with disabilities in councils. The Equal Employment Opportunity Management Plan 2026-2030 is Goldenfields Water's formal commitment to a workplace culture that promotes diversity and inclusiveness, build respect and recognises the true potential of all our employees.

8 RESPONSIBILITIES

All workers of Goldenfields Water have a legal and moral responsibility to treat each other fairly and are expected to fulfil these responsibilities as a condition of their engagement.

Where a worker of Goldenfields Water believes they may have been discriminated against or harassed, they are required to raise the issue with their relevant supervisor.

Supervisors and Managers of Goldenfields Water are obliged to treat all reports of possible discrimination and harassment seriously, confidentially and empathetically. Reports should be referred to the Human Resources Coordinator for investigation. All investigation findings shall be forwarded to the General Manager for final determination.

9 FAILURE TO COMPLY

Failure to comply or breach of this Policy will be dealt with in accordance with the Goldenfields Water Enterprise Award (as amended), except where summary dismissal is required.