

# EQUAL OPPORTUNITY EMPLOYMENT POLICY AND PROCEDURE

<b>Policy Title:</b>	<b>Equal Opportunity Employment</b>
<b>Policy Type:</b>	<b>Risk Management</b>

## DEFINITION

Equal Opportunity Employment provides all people with the right to equal treatment in an employment or voluntary situation without discrimination on the grounds of race, age, ethnicity, marital status, religion, disability, gender or sexual preference or any other criteria unrelated to work performance.

The purpose of this Policy Statement is to ensure that all employees and volunteers, both current and potential, are treated fairly and equitably in any and all employment situations without discrimination.

This policy applies to all directors, officers, employees and volunteers who are responsible for and involved in the recruitment selection and placement process.

## POLICY

This organisation is an Equal Opportunity Employer.

The organisation is committed to ensuring that no one is discriminated against on the grounds of age, gender, race, marital status, sexual preference, religion, disability or any other criteria unrelated to work performance.

Job vacancies, promotions, training, volunteer opportunities and other career opportunities will be decided on the basis of equity and merit. The recruitment and selection process reflects this, and concentrates on the applicant's ability to perform the requirements of the role, based on training, qualifications and previous experience and the applicant's behavioural characteristics and attitudes in terms of matching the organisation's culture. Where possible, a gender balance will be maintained for all recruitment interviews.

The Organisation will not tolerate any acts of discrimination in the workplace or on the playing fields or anywhere that the sport's activities, whether recreational, competitive or social, are conducted.

All complaints will be handled in a serious and timely manner in accordance with legislative guidelines.

## PROCEDURE

Refer :Grievance Procedure for the procedure to follow if / when the Equal Opportunity Employment Policy appears to have been breached.