

	Policy Type:	Human Resources
	Policy No:	HR01
	Creation Date:	9 October 2006
	Last Review Date:::	26 September 2017
	Next Review:	October 2020
	Responsible Officer:	Chair
BOARD POLICY		
TITLE:	Equal Opportunity	
PURPOSE:	To ensure staff selection and promotion practices within Family Support WA are based solely on business needs and merit, and not negatively influenced by factors such as disability, ethnicity, gender, age, religious belief or political affiliations.	
NATIONAL DISABILITY SERVICES STANDARD:	Standard 1: Rights	
LEGAL CONSIDERATION:	Equal Opportunity Act 1984 Disability Discrimination Act 1992 Sex Discrimination Act 1984 Racial Discrimination Act 1975	

Family Support WA is an equal opportunity employer and will provide equality in employment for all people employed or seeking employment.

Every person will be given a fair and equitable chance to compete for appointment, promotion or transfer, and to pursue their career as effectively as others.

Family Support WA ensures that prospective and current staff are not discriminated against on the grounds of disability, ethnicity, gender, age, religious belief or political affiliations and that equal opportunity principles are enshrined in all staff recruitment, selection and promotion practices.

Employment decisions relating to appointment, promotion and career development will be determined according to individual merit and competence.

In all cases no factors other than performance and competence are to be used as the basis for performance assessment, training and development opportunities and promotions.

Chair Signed: 

Date: 20 / 10 / 2017