



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Rationale

Gosnells Bowling Club 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.

This policy has been designed to facilitate the creation of a workplace culture that maximises organisational performance through employment decisions. These decisions will be based on real business needs without regard to non-relevant criteria or distinctions, and will ensure that all decisions relating to employment issues are based on merit.

General

Gosnells Bowling Club 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 or promotion, and to pursue their career as effectively as others.

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

Consistent with this, Gosnells Bowling Club does not condone any form of unlawful discrimination or vilification, including that which relates to:

- gender;
- pregnancy;
- potential pregnancy;
- marital/domestic status;
- disability;
- race, colour, national extraction, social origin, descent, and ethnic, ethno-religious or national origin;
- age;
- family responsibilities, family status, status as a parent or carer;
- racial classification;
- sexuality;
- HIV/AIDS vilification;
- religious belief or activity;
- political belief or activity;
- industrial activity;
- employer association activity;
- trade union activity;
- physical features;
- breastfeeding;
- transsexuality;

- transgender;
- profession, trade, occupation or calling;
- medical record; and
- criminal record.

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

In doing so, Gosnells Bowling Club will:

- Ensure all employees are treated fairly.
- Fully utilize and develop the potential of every employee.
- Keep all policies and procedures consistent with EEO principles.
- Augment employee morale and motivation by increasing staff confidence in the fairness of our human resource practices and access to employment opportunities
- Ensure achievement of our objectives through our EEO program which includes the training of staff on EEO and related issues

Policy Promotion

The club will promote the Equal Employment Opportunity Policy regularly by:

- Displaying a copy of the policy in club's website and Facebook.
- Promoting positive acceptance of the Policy through the club's social media.
- Periodic announcements to members at functions.

The club recognises the importance of educating club members and guests of the benefits of implementing an Equal Employment Opportunity Policy and will endeavour to provide information to assist this process.

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Signature

Signed: _____

Club President

Date: 8th April 2023

Signed: _____

Club Secretary

Date: 8th April 2023

Next policy review date is 8th April 2024