



Equal Employment Opportunity Policy

The South Wairarapa District Council is committed to the principles of equal employment opportunities (EEO) and being a good employer. It will work with and support management in implementing EEO principles so that they receive acceptance at all levels and throughout the Council.

The Council will:

- ensure that recruitment and promotion processes are in keeping with EEO principles and are on merit
- ensure that all job descriptions, advertisements, specifications, reports and other Council documentation are non-sexist, non-racist and do not discriminate against people with disabilities or against age
- monitor all qualification requirements to ensure that these do not exclude some groups from consideration
- review all work and physical arrangements to ensure these do not impede the employment of people with disabilities or on the basis of gender or age
- foster a positive climate in the workplace, which appreciates a diversity of background and individual contribution, and encourages employees to develop their potential
- develop and encourage training opportunities to promote EEO
- identify and provide appropriate training programmes to enable employees to best meet the requirements of their current jobs and to develop additional skills with a view to future promotion opportunities
- ensure compliance with the Health and Safety in Employment Act in all areas of Council's operations.