

EQUAL EMPLOYMENT OPPORTUNITIES

Achievements to 30 June 2008

Equal Employment Opportunities refers to the operation of the principle that no employee or applicant for employment, who is appropriately skilled and qualified, may be discriminated against on employment related matters due to some irrelevant personal characteristic, belief or association.

Policy

The Upper Hutt City Council affirms its commitment to the principle of Equal Employment Opportunities with a view to:

- Eliminating discrimination and ensuring the continued absence of discrimination in employment on the grounds of age, race, colour, ethnic or national origins, sex, disability, religious, ethical or political belief, employment, marital or family status, sexual orientation, political opinion, or other personal characteristic that does not relate to skills or qualifications.
- Promoting Equal Opportunity in all aspects of employment including recruitment, promotion, remuneration and training.

Goals	Performance Measure	Achievements at 30 June 2008
1	<p>Eliminate discrimination and ensure the continued absence of discrimination in employment</p> <p>Eliminate discrimination and ensure the continued absence of discrimination in employment</p> <p>Provide procedures where by any aggrieved employee can seek to have a review of any policy, practice or action which is perceived to be contrary to the Council's policy on Equal Employment Opportunities</p> <p>Continue to provide training for members of the Equal Employment Opportunities Committee in matters relating to Equal Employment Opportunity principles and programmes</p>	<p>Council continues to operate in accordance with the Human Rights Act, Employment Relations Act and all EEO related policies.</p> <p>Introduction of bullying prevention policy as part of Council's Harassment Prevention Policy, and input into Council's new Flexible Hours policy.</p> <p>EEO Committee continue to be available to deal with any complaints in accordance with procedures outlined in its EEO related policies.</p> <p>A training session was held for the EEO Committee on listening skills.</p>
2	<p>Promoting Equal Opportunity in all aspects of employment including recruitment, promotion, remuneration and training</p> <p>Hold a minimum of four meetings of the Equal Employment Opportunities Committee</p> <p>Provide and encourage training for management staff in matters relating to Equal Employment Opportunity principles and programmes</p> <p>Make available Equal Employment Opportunities promotional material to staff</p>	<p>EEO Committee hold one meeting during each quarter.</p> <p>A training session was held with the full management team on Bullying Prevention.</p> <p>EEO material provided in Induction Packs and Staff Manual and is part of the induction programme for new employees.</p>