



## Equal Employment Opportunity

### Principle:

1. The Tasmanian Council on AIDS Hepatitis and Related Diseases (TasCAHRD) is an equal employment opportunity employer. Where possible, but only after receiving from the Anti-Discrimination Commissioner appropriate exemptions under the *Anti-Discrimination Act 1998*, the Council will seek to actively promote the employment of disadvantaged groups and individuals.

### Guidelines:

2. TasCAHRD adheres to the principles of access, fairness and equity as key elements of the Council's operations.
3. TasCAHRD will not discriminate against employees, or prospective employees, on the basis of age, race or ethnicity, gender/sex, sexual orientation, lawful sexual activity, disability, religious activity or belief or affiliation, HIV and Hepatitis status, irrelevant medical record, drug use, political belief or activity or affiliation, cultural belief or activity, social or economic status, marital status, parental status, pregnancy, breastfeeding, family responsibilities, industrial activity, irrelevant criminal record, association with a person who has or is believed to have any of these attributes or identities.
4. TasCAHRD is an affirmative action employer and will, wherever possible and consistent with the provisions of paragraph 1. above, seek to ensure that employees are representative of the communities served by TasCAHRD.
5. Employees will be selected on the basis of merit in accordance with the Staffing and Recruitment Policy.
6. Employees will be made aware of TasCAHRD's feedback and complaints procedures upon commencement with the Council.
7. All employees will be encouraged to access professional development and education opportunities.

Approved: 19 August 1995

Amended: 26 June 2002

Policy: HRM-01