

## 6.1 What is Equal Employment Opportunity (EEO)

Providing an employment system where no persons are excluded from consideration for employment, promotion, or other benefits of employment because of, but not limited to, their race, national origin, colour, citizenship, gender, religion, age or disability.

***Laws are enforced by the Equal Employment Opportunity Commission.***

As a business owner / employer you have an obligation in:-

- making sure that workplaces are free from all forms of unlawful discrimination and harassment, and
- providing programs to assist members of EEO groups to overcome past or present disadvantage
- encouraging a diverse and skilled workforce
- enforcing a workplace culture displaying fair workplace practices and behaviours

This means having workplace rules, policies, practices and behaviours that are fair and do not disadvantage people because they belong to particular groups. In such an environment, all workers are valued and respected and have opportunities to develop their full potential and pursue a career path of their choice. EEO principles, such as merit selection, ability and potential to perform your selection criteria, can assist you to attract and retain the best people from all those available in our diverse communities to deliver high quality services.

EEO groups are people affected by past or continuing disadvantage or discrimination in employment. As a result they may be more likely to be unemployed or working in lower paid jobs. These groups are:

- women
- Aboriginal people and Torres Strait Islanders
- members of racial, ethnic, and ethno-religious minority groups
- people with a disability

EEO strategies for these groups include recruitment programs and access to training and career development.

Further information is available on the following websites :-

[www.eeo.nsw.gov.au](http://www.eeo.nsw.gov.au)  
<http://www.hreoc.gov.au/>

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