



Parks Garage Ltd Equal Employment Opportunities Policy

Policy Statement

Parks Garage Ltd, are committed to upholding its responsibilities as an Equal Employment Opportunities employer and creating a workplace that attracts, retains and values diversity.

Purpose

The purpose of this policy is to reinforce PARKS commitment to the principles of equal employment opportunities and to eliminating barriers that cause of perpetuate inequality in employment.

Scope

All employees of PARKS must abide by this policy and are responsible for applying equal employment opportunity principles to work practices and decision-making processes.

Definitions

EEO meaning Equal Employment Opportunity is the principle that every person, regardless of attributes such as race, gender, or sexual orientation, has an equal opportunity to find employment based on merit.

Principles

PARKS is committed to:

- Providing equal opportunities for recruitment, retention, development and promotion of all of its current and prospective employees, regardless of sex, marital status, religious/ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation.
- Developing and maintaining a workplace culture that values and supports diversity.
- Ensuring that it provides a safe, supportive and healthy environment for all employees.
- Identifying and eliminating all aspects of policies and procedures or other institutional barriers that cause or perpetuate inequality in respect of the employment of any person or group of persons.
- Not tolerating any form of unfair discrimination in the workplace on any ground, including sex, marital status, religious/ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation.
- Promoting equal employment opportunities as an integral part of PARKS policies and practices.
- Monitoring, reviewing and evaluating progress towards achieving equal employment opportunities.
- Providing a welcoming and inclusive workplace for gender and sexually diverse people.
- Promoting an environment where there is no size or weight discrimination (in respect of a person’s physical size, such as very tall or short, or overweight/underweight).
- Ensuring that all staff appointments are made solely on the basis of merit, and that all promotions, advancements, salary reviews and professional/career development opportunities are based solely on merit.

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Procedures

Managers are responsible for ensuring that all practices and procedures that apply to the staff for whom they are responsible are consistent with this policy.

Human Resources is responsible for monitoring compliance with this policy and reporting any breaches to the General Manager.

Related Documents

Human Rights Act 1993

Employment Relations Act 2000

Health & Safety at Work act 2015

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Authorised by Stuart Gerring, General Manager	
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