



EQUAL EMPLOYMENT OPPORTUNITY POLICY

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Approved by	Morling College Board		
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1. POLICY STATEMENT

In order to maintain its integrity as a Christian community Morling College requires all staff to be in agreement with its stated beliefs and values and to maintain standards of conduct that are consistent with these beliefs and values. These values are articulated in the Morling College Community Code. As a religious body and an educational institution established for religious purposes MC is exempt from many of the provisions of the various state and federal laws.

2. DEFINITIONS

Key Term or Acronym	Definition
MC	Morling College

3. PRINCIPLES

Within this framework MC upholds principles for equal opportunity practices in employment through the following procedures:

- 3.1 The Principal will ensure that MC staff are aware of the various state and federal laws and the exemptions that apply to MC.
- 3.2 The Principal may also prepare and implement specific equal employment opportunity management plans and/or programs as required.
- 3.3 Once employed, staff will be provided with information that will assist them to carry out their duties and will have an equal opportunity to increase their

skills to meet work demands, attend training courses, act in higher duties and apply for all available jobs.

- 3.4 An underlying principle of the above strategies is that all staff have the responsibility to work to their full capacity, to recognise the skills and talents of other staff members, to respect cultural and social diversity and to refuse to co-operate in, or otherwise condone, any behaviour that may harass a colleague.

Employing People with Disabilities

- 3.5 Consistent with legislative provisions MC will take reasonable measures to provide special facilities or services for employees with disabilities in order for them to fulfil their role.

4. RELATED DOCUMENTS AND LEGISLATION

Morling College Community Code

Sexual Assault and Sexual Harassment (SASH) Prevention and Response Policy

Sexual Assault and Sexual Harassment (SASH) Prevention and Response Procedure

Racial Discrimination Act 1975 (Cth)

Sex Discrimination Act 1984 (Cth)

Disability Discrimination Act 1992 (Cth)

Disability Standards for Education 2005 (Cth)

Australian Human Rights Commission Act 1986 (Cth)

Workplace Gender Equality Act 2012 (Cth)

Age Discrimination Act 2004 (Cth)

Anti-Discrimination Act 1977 (NSW)

Equal Opportunity Act 1984 (WA)

TEQSA, 11 October 2017, Guidance Note: Diversity and Equity Version 1.2

5. VERSION HISTORY

Version	Approved by	Approval Date	Effective Date	Changes made
1.01	Policy Coordinator	Feb 2023	Feb 2023	Policy transferred to Morling policy template, including addition of policy header table, version history table, and related documents and legislation. Responsible officer and contact updated.
1.00	Morling Board	May 2014	May 2014	Policy created

Download this policy anew with each use, as it may have changed.