

Equal Employment Opportunity Policy

Title: Equal Employment Opportunity Policy
Author: General Manager
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Introduction

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

- The Principal will ensure that MC staff are aware of the various state and federal laws and the exemptions that apply to MC.
- The Principal may also prepare and implement specific equal employment opportunity management plans and/or programs as required.
- 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.
- 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

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.