



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Objective 3

Rationale:

Elim Christian College will comply with the requirements of the State Sector Act relating to providing equal opportunities for existing and potential employees to gain new opportunities at the college. Applicants must agree to, commit to, and abide by the Special Character of the College as determined by the Proprietors.

Purpose:

1. To ensure that all employees and applicants for positions are given fair and equal opportunities.
2. To appoint to all positions on the basis of merit, which will include experience, professional qualification and personal Christian beliefs that align with the Special Character of the college.

Guidelines:

1. The college is entitled to make appointments according to our special character as outlined in the Integration Deed of Agreement.
2. All positions advertised will require agreement and a commitment to fully participate in Christian Education appropriate to the Special Character of the college.
3. People with disabilities will be recognised on merit in applications for employment.
4. Review of the effectiveness of this policy will be the responsibility of the Personnel Sub-Committee.

Ratified by the Board: 9 August 2023

Signed on behalf of the Board:

A handwritten signature in black ink, appearing to read "Lehan Stemmet".

Dr Lehan Stemmet Presiding Member

Date: 10 August 2023

Date for Review: August 2024