



EQUAL EMPLOYMENT OPPORTUNITIES POLICY - EEO

Purpose and Scope:

Waterford Birth Centre is committed to the development of a workforce with diverse backgrounds and skills, working in a discrimination- and harassment-free environment. A diverse and skilled workforce has the capability to deliver quality services to all clients, making Waterford Birth Centre a better place to work and do business.

Waterford Birth Centre recognises the need to proactively identify and eliminate practices, policies and procedures (or any institutional barriers) which may cause or perpetuate inequality on the following grounds: sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status or sexual orientation.

Procedure:

Waterford Birth Centre Management and staff will:

- Ensure all policies and practices comply with the EEO policy.
- Implement family-friendly practices in the workplace
- Provide equal opportunities for all staff.
- Ensure EEO principles and activities are reflected in recruitment processes, job descriptions, employment agreements and performance agreements and the induction process for new staff.
- Promote and respect diversity and openness among staff.
- Creating an environment free from harassment for staff, clients, stakeholders and visitors.
- Provide development opportunities and support to staff, so they can contribute to their full potential and draw from their range of knowledge and experience.
- Remove potential barriers for staff to both access training and development opportunities and to assist them to reach their full potential.

SUCCESS INDICATORS

Staff will report that Waterford Birth Centre is a supportive work environment.