



## Equal Employment Opportunity Policy

### POLICY STATEMENT

Centacare North Queensland (NQ) is committed to the principles of Equal Employment Opportunity (EEO) and to the values of respect, dignity, and social justice, as reflected in Catholic Social Teaching.

Centacare NQ will:

- Foster a workplace that is inclusive, safe, and free from unlawful discrimination, harassment, bullying, and victimisation.
- Ensure workplace policies and procedures are transparent, fair, equitable, and inclusive.
- Promote equal employment opportunities for all people, regardless of gender, age, cultural background, Aboriginal and Torres Strait Islander identity, disability, or other personal characteristics protected under law.
- Actively encourage a workforce that reflects the diversity of the communities we serve and support equal employment opportunities for women, Aboriginal and Torres Strait Islander peoples, people with disability, people from culturally and linguistically diverse backgrounds, people of diverse sexual orientation and gender identity, and people of all ages.
- Maintain fair and equitable practices across all stages of employment, including recruitment, selection, promotion, training, and professional development opportunities
- Provide accessible grievance processes that address concerns promptly and confidentially, ensuring natural justice for all.
- Maintain internal communication processes that give all employees equal access to relevant information

All employees and representatives of Centacare NQ have a responsibility for upholding the EEO principles by:

- Treating colleagues, clients, and stakeholders with respect and fairness.
- Valuing diversity and the rich contributions all people bring to promote wellbeing within our communities.
- Making informed decisions based on Centacare NQ values.
- Removing barriers to workplace participation wherever reasonably possible.
- Not tolerating discrimination, harassment, or bullying and reporting concerns where they arise.

Centacare NQ is committed to responding to concerns appropriately and ensuring compliance with relevant legislation, including.

- Fair Work Act 2009 (Cth)
- Anti-Discrimination Act 1991 (Qld)
- Sex Discrimination Act 1984 (Cth)
- Racial Discrimination Act 1975 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Age Discrimination Act 2004 (Cth)

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Executive Director

Date 30-03-26

[www.centacarenq.org.au](http://www.centacarenq.org.au)

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