



IEU EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

Preamble

This policy is a result of the revision of the ITFA Equal Opportunity Policy adopted in 1987. The former policy applied to union structures and women working in non government education. A separate employment policy for the IEU is now appropriate as the union is voluntarily reporting to the Affirmative Action Agency.

Principles

Equal opportunity is accepted as a fundamental right in our society. Such a right stems from the fact that all people are born free and equal in dignity and rights and should enjoy equality of opportunity both in law and practice. The IEU commits itself both within its policies and within its own structures to reflect the principles of equal opportunity for all staff.

IEU Structures

That the following should apply at State and Federal level:

- All representative structures and advisory committees should aim to reflect the gender balance of the general membership.
- Ensure that, wherever possible, women are included in all IEU delegations.
- Ensure that women are nominated to represent the IEU on industry and union movement boards and committees.
- Free child care or reimbursement of the cost of providing child care for all IEU meetings.
- Include EEO principles as part of all union training.
- A women's coordinator to be elected/appointed.
- A women's committee to be established to advise and make recommendations to management and decision making bodies.
- A women's conference/forum or training session to be held annually.
- Need to recognise and address barriers to women's participation at all levels e.g. distance, family responsibility, cost, etc.

Employment Practices

IEU demonstrate its commitment to EEO through the following:

- An essential criteria in the selection and promotion for staff for all IEU positions is a commitment to and awareness of EEO principles.
- Adoption of the Selection Policy and Procedures.
- Ensuring that work practices meet the needs of employees with family responsibilities.
- Adoption of a Part time and Job Share Policy.
- Ensure that women have access to the full range of union positions.
- Ensuring that all staff have access to a diversity of professional development, in particular, encouragement should be given to women to develop their skills in areas traditionally dominated by men e.g. arbitration and negotiation.

Employment Conditions

- IEU upholds the principle of a minimum of 12 weeks paid maternity leave.
- Adoption leave on similar terms.
- No compulsory minimum amount of leave specified for paid or unpaid leave associated with childbirth.
- Parental leave to a minimum of two years per child up to the child's 5th birthday.
- Five days paid family leave.