



Pony Club Association of Queensland Inc.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Pony Club Association of Queensland is committed to a workplace free from all forms of discrimination and harassment. All employees, volunteers and members of the PCAQ will be treated fairly regardless of their:

- Sex;
- Race, colour, ethnic or ethno-religious background, descent or nationality;
- Marital status;
- Disability (including past, present or future physical, intellectual or psychiatric disability, learning disorders or any organism capable of causing disease – for example HIV);
- Homosexuality;
- Age; or
- Gender identification
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The PCAQ will establish and monitor employment policies, practises and procedures to make sure we follow Equal Employment Opportunity principles in:

- Management practices;
- Job design and workload allocation;
- Staff selection and recruitment;
- Working conditions, including flexible work practices;
- Induction of new staff;
- Training and development;
- Staff support, supervision and performance appraisal;
- Dealing with harassment and discrimination complaints;
- Counselling or disciplining staff; and
- Dismissing staff.

PCAQ is also responsible for promoting awareness in the organisation about EEO and developing the skills of individuals to implement it.

In addition, all members of the PCAQ, paid or unpaid staff have a responsibility to ensure that they:

- Do not discriminate against or harass others in their day to day conduct;
- Avoid discrimination in the development, implementation and assessment of employment policies and practices; and
- Follow the PCAQ's grievance procedure.