



## EQUAL EMPLOYMENT OPPORTUNITY GUIDELINES

Please be advised that the *Anti Discrimination Act 1991* prohibits discrimination on the grounds of sex, race, marital or defacto status, parenthood, physical and mental impairment, and religious and political beliefs.

“Impairment” includes “the presence in the body of organisms causing disease” and “an impairment which is imputed to a person”, i.e. impairments which can not be seen and may not involve a loss of physical activity, *eg. a person with AIDS or who is thought to have AIDS.*

Discrimination on any of these bases is illegal in relation to employment.

The Council as an EEO employer requires you to adhere to the provisions of the Act, and determine only that the person is fit or unfit for the position, based on their physical ability to perform the duties required in the position. To do otherwise is unlawful.