

Date Adopted November 2007
Date Reviewed May 2013
To be Reviewed May 2015

Fully compliant with
Victorian Charter of Human
Rights and Responsibilities



POLICY TITLE **CHARTER OF HUMAN RIGHTS**

POLICY NUMBER **POL/GOV008**

PURPOSE

The policy sets out Council's position to ensure compatibility and compliance with the Victorian Charter of Human Rights and Responsibilities Act 2006 (the Charter).

APPLICATION

The Policy applies to all Council local laws, policies, directives, procedures and service delivery. Council is required to ensure that the policy principles are universally adopted and that all staff have an awareness and respect for the intent of the Charter of Human Rights.

POLICY

All Council business will be conducted with a view to providing a fair go for all persons that reflect four basic Charter principles of freedom, respect, equality and dignity as follows:

Freedom

The principle of freedom includes:

- freedom from forced work
- freedom of movement
- freedom of thought, conscience, religion and belief
- freedom of expression
- right to peaceful assembly and freedom of association
- property rights
- right to liberty and security of the person
- fair hearing
- rights in criminal proceedings
- right not to be tried or punished more than once
- protection from retrospective criminal laws.

Respect

The principle of respect includes:

- right to life
- protection of families and children
- cultural rights, including recognition of the distinct cultural rights of the Aboriginal people of Victoria.

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Equality

The principle of equality includes:

- recognition and equality before the law
- entitlement to participate in public life (including voting).

Dignity

The principle of dignity includes:

- prohibition on torture and cruel, inhuman or degrading treatment
- protection of privacy and reputation
- humane treatment when deprived of liberty
- appropriate treatment of children in the criminal process.

RELATED POLICIES

Equal Opportunity Directive – DIR/STAFF105

RELATED LEGISLATION

Crimes Act 1958

Equal Employment Opportunity Act 1995

Freedom Of Information Act 1982

Information Privacy Act 2000

Occupational Health and Safety Act 2004 Public Sector Management & Employment Act 1998

Racial and Religious Tolerance Act 2001

Protected Disclosure Act 2012

Crimes Act 1914 (Cmwlth)

Disability Discrimination Act 1992 (Cmwlth)

Human Rights and Equal Opportunity Commission Act 1996 (Cmwlth)

Racial Discrimination Act 1975 (Cmwlth)

Sex Discrimination Act 1984 (Cmwlth)

Signed: Les McPhee

Mayor

Date: 23/05/2013