



# **Blackall-Tambo**

## **Regional Council**

### **Human Rights Policy**

Policy Number: Stat 51	Effective Date: 16.6.21
Version Number: One	Review Date: 16.6.25
Policy Compiled by: Chief Executive Officer	
Procedure Approved by: Chief Executive Officer	

#### **OBJECTIVE**

This policy articulates Council's position, as a public entity, on how to act and make decisions in a way that is compatible with the *Human Rights Act 2019*. When making a decision Council must give proper consideration to any human right relevant to that decision.

#### **SCOPE**

This policy applies to Councillors and employees of Council including temporary, part-time and contract staff.

This policy applies to interactions that occur when:

- Dealing with customers or community members when providing day-to-day services;
- Processing and dealing with human rights complaints from the public;
- Making decisions, interpreting and applying laws;
- Developing policies and procedures; and
- Inducting new employees of Council.

The following principles underpin Council's commitment to human rights:

- The inherent dignity and worth of all human beings
- The equal and inalienable human rights of all human beings
- Human rights are essential in a democratic and inclusive society that respects the rule of law
- Human rights must be exercised in a way that respects the human rights and dignity of others
- Human rights should only be limited after careful consideration and only in a way that is necessary, justifiable and proportionate.

Council will respond to human rights complaints in accordance with the *Human Rights Act 2019*, Council's General Complaints (Administrative Actions) Policy and Procedure and any relevant policies and management directives.

#### **POLICY STATEMENT**

Council is committed to protecting and promoting human rights and to building a culture within Council that respects and promotes human rights.

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**Workplace Behaviour**

Councillors and staff will consider human rights when:

- They deliver services to the community and review or develop policies, plans and procedures; and
- They engage with community and handle complaints from member of the community about alleged breaches of human rights; and
- They make decisions, undertake strategic planning and create local laws.

**Obligations in Preventing Anti-Human Rights Actions**

Council will take all reasonable steps to prevent anti-human rights actions through a risk management process. This process includes:

- Identification of anti-human rights risk factors; and
- Assessing and eliminating the risks, as far as reasonably practicable, or controlling, or minimizing, them as far as reasonably practicable; and
- Providing information to employees and Councillors about human rights, how to consider these rights in day-to-day service, engaging with the community and decision making.

**REFERENCES/POLICIES**

- *Human Rights Act 2019*
- *Local Government Act 2009*
- *Local Government Regulation 2012*
- *Information Privacy Act 2009*
- General Complaints (Administrative Actions) Policy
- General Complaints (Administrative Actions) Procedure

**DEFINITIONS**

**Human Rights** has the meaning given in part 2, divisions 2 and 3 of the *Human Rights Act 2019*.

**Public Entity** has the meaning given in part 1, division 2, section 9(d) of the *Human Rights Act 2019*.

**POLICY REVIEW**

This policy will be reviewed when any of the following occur:

1. As required by legislation
2. Other circumstances as determined by the Chief Executive Officer.

Notwithstanding the above, this policy is to be reviewed at intervals of no more than four (4) years.

**VERSION CONTROL**

Version 1	New Policy 16.6.21
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