



Local Government Service Commission

Equal Opportunity Policy

September 2020

TABLE OF CONTENTS

	Page
Vision	1
Mission	1
Equal Opportunity Policy	2

Vision

- To be recognised as an organisation aiming at establishing excellence in all matters relating to Human Resource Management and Human Resource Development in the Local Government Service

Mission

- To provide qualified and suitable human resources to Local Authorities in a timely manner

This is the Equal Opportunity Policy of the Office of Local Government Service Commission

The Office of Local Government Service Commission (LGSC) is committed to building an organisation that makes full use of the (i) talents, skills, experience, competence, desire and willingness to work, and (ii) different cultural perspectives available in a multi-racial, multi-ethnic, multi-cultural and multi-lingual society. It should be a place where staff feel they are respected and valued to achieve their potential regardless of their *status*, their age, caste, colour, creed, ethnic origin, impairment, *marital status*, place of origin, political opinion, race, sex or sexual orientation.

The Office of the LGSC will apply the aims of the Equal Opportunity Policy of the Equal Opportunity Commission to all its staff irrespective of grade so that:

- no staff receives less favourable treatment, by reason of his or her age, caste, colour, creed, ethnic origin, impairment, marital status, place of origin, political opinion, race, sex or sexual orientation, or is disadvantaged by any conditions, requirements, provisions, criteria, procedures or practices that cannot be justified on any or more of the above-mentioned grounds, or victimised for taking action against the employer for discrimination or for assisting a fellow employee in taking such an action;
- opportunities for training, upskilling and promotion are open to all staff irrespective of their status, that is, their age, caste, colour, creed, ethnic origin, impairment, marital status, place of origin, political opinion, race, sex or sexual orientation; and
- opportunities for access to benefits, facilities and services, will be fair and equitable and in accordance with Equal Opportunities Commission.

The Secretary of the Commission will be responsible for the day-to-day operation of the policy.

The policy will be communicated to all staff, and will be placed on the organisation's website.

This policy has been endorsed by Chairman and members of the Commission and has the full support of the management. The policy was approved on 18 September 2020, following consultation with senior management and officers. Overall responsibility for the effectiveness of this policy lies with Secretary of the Commission. All staff are responsible for familiarising themselves with this policy. Head of Sections must also make sure the officers under their purview know about, and follow, the policy. For further information, please contact the Deputy Permanent Secretary of the Commission.

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