



Council Policy Manual

WEST WIMMERA SHIRE COUNCIL

COUNCIL POLICY	
HUMAN RIGHTS POLICY	Policy No:
	Adopted by Council: 18 February 2026
	Next review date: February 2030
Executive Director:	Director Corporate and Community Services
Responsible Officer:	Human Resources Manager
Functional Area:	Human Resources
Introduction & Background	<p>The Victorian Charter of Human Rights and Responsibilities Act 2006 came into effect on 1 January 2008.</p> <p>This means that all of Council's policies, procedures, processes and Local Laws need to be compatible with the Charter and consistent with the human rights protected under it.</p>
Purpose & Objectives	<p>The human rights contained in the Charter are considered the foundation for freedom, justice, peace and respect, and are an essential part of any democratic and inclusive society that respects the rule of law, human dignity and equality.</p>
Response to the Overarching Governance Principles of the Local Government Act 2020	<p>Section 9 of the Local Government Act 2020 states that a Council must in the performance of its role give effect to the overarching governance principles.</p> <p>This policy is in response to the following overarching governance principle/s of the Local Government Act 2020:</p> <ul style="list-style-type: none"> • the community engagement principles (section 56) • the public transparency principles (section 58) • the service performance principles (section 106)
Definitions	<p>The Charter means The Victorian Charter of Human Rights and Responsibilities Act 2006</p>



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Policy Details	
1.	<p>Requirements of the Charter</p> <p>The Charter requires that all public authorities, including Councils, comply with the twenty specific rights protected under the Charter.</p> <p>The Charter contains four basic principles: Freedom, Respect, Equality and Dignity.</p>
2.	<p>The Charter – Principle 1 – Freedom</p> <ul style="list-style-type: none"> • 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. • Rights to liberty and security of person. • Fair hearing. • Rights in criminal proceeding. • Right not to be tried and punished more than once for a crime. • Protection from retrospective criminal laws.
3.	<p>The Charter – Principle 2 – Respect</p> <ul style="list-style-type: none"> • Right to life. • Protection of families and children. • Cultural rights, including recognition that human rights have a special importance for the Indigenous people of Victoria.
4.	<p>The Charter – Principle 3 – Equality</p> <ul style="list-style-type: none"> • Recognition and equality before the law. • Entitlement to participate in public life (including voting).
5.	<p>The Charter – Principle 4 – Dignity</p> <ul style="list-style-type: none"> • Prohibition of torture and cruel, inhumane or degrading treatment. • Protection of privacy and reputation. • Humane treatment when deprived of liberty. • Appropriate treatment of children in the criminal process. •



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6.	Compliance
<p>Council is required to ensure that it remains compliant with the Charter, for example, with regard to its everyday operations, policies, procedures, processes, Local Laws, access to services and interactions with the community and all staff have a part to play in ensuring this.</p> <p>If you have any queries or concerns regarding human rights or how this affects you, please contact the Chief Executive Officer of West Wimmera Shire Council.</p>	

Policy Adopted:	Ordinary Meeting 11/03/2010	Minute Book Page 17759	
Policy Reviewed:	Ordinary Meeting 16/08/2017	Minute Book Page 35853	RecFind 17/003186
	Ordinary Meeting 18/02/2026		SRV – Policies and Procedures