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| **Purpose** | To provide a framework that supports a diverse workforce and equal employment opportunities. |
| **Scope** | name of service employees, Board of Trustee’s/Director(s) and contractors. |
| **Policy** | name of service is committed to meeting its responsibilities under the Treaty of Waitangi and to the principle and practice of equity. Non- discriminatory practices will inform the following processes:* When recruiting and selecting employees.
* Setting terms, conditions and benefits offered as part of employment.
* Determining who receives training and what sort of training is offered.
* Deciding who is considered and selected for transfer, promotion, retrenchment or dismissal.

Discrimination for the following reasons will not be tolerated:* sexual orientation
* ethnic or national origins
* disability
* age
* political opinion
* employment status
* family status
* gender identity
* marital status
* religious belief
* ethical belief
* race
 |
| **References** |
| [**Legislation**](https://www.employment.govt.nz/assets/_generated_pdfs/legislation-238.pdf) | [Health and Safety at Work Act 2015](http://www.legislation.govt.nz/act/public/2015/0070/latest/DLM5976660.html)[Human Rights Act 1993](http://www.legislation.govt.nz/act/public/1993/0082/latest/DLM304212.html)[New Zealand Bill of Rights Act 1990](http://www.legislation.govt.nz/act/public/1990/0109/latest/DLM224792.html) [Employment Relations Act 2000](http://www.legislation.govt.nz/act/public/2000/0024/latest/DLM58317.html) [Equal Pay Act 1972](http://www.legislation.govt.nz/act/public/1972/0118/latest/DLM407770.html) |
| **Guidelines****and****Standards** | [Diversity Works NZ](https://diversityworksnz.org.nz/why-diversity/)[Employer Support](http://employersupport.co.nz/era/?keyword_k=%2Bemployment%20%2Blegislation%20%2Bnz&gclid=COPanZmv-tICFY8DKgodr4gKcw&gclsrc=aw.ds)[Human Right’s Commission resources](http://www.hrc.co.nz/resources/#equalemp)[NZS 8200:2015 Rainbow-inclusive workplaces: A standard for gender and sexual diversity in employment](https://shop.standards.govt.nz/catalog/8200%3A2015%28NZS%29/scope)[Tracking equality at work, national equal opportunity network](http://www.neon.org.nz/trackingequalityatwork/) |



**Promote and apply diversity in the workplace**

**At all times**

 **All name of service employees**

**Board members/Directors and contractors**

[Balance work and life](https://www.employment.govt.nz/workplace-policies/productive-workplaces/work-life-balance/)

[Pregnancy and breast feeding](https://www.hrc.co.nz/files/6814/2378/0069/12-Jun-2005_20-16-44_Pregnancy.pdf)

[Engage all ages at work](https://diversityworksnz.org.nz/wp-content/uploads/2016/03/Top-Tips-Engage-All-Ages-at-Work.pdf)

[Employment for disabled people](https://www.employment.govt.nz/workplace-policies/employment-for-disabled-people/)

[Be disability confident](http://www.msd.govt.nz/about-msd-and-our-work/work-programmes/initiatives/disabilityconfidentnz/index.html)

[Harassment at work](https://www.employment.govt.nz/resolving-problems/types-of-problems/bullying-harassment-and-discrimination/harassment/)

[Language in the workplace](https://www.hrc.co.nz/files/5314/2371/0767/26-Nov-2008_19-38-27_English_Only_in_the_Workplace_1_.pdf)

[Value Culture in the Workplace](http://ethniccommunities.govt.nz/story/ethnic-diversity-workplace)

[Sexual orientation and gender identity](https://www.hrc.co.nz/your-rights/sexual-orientation-and-gender-identity/)

[Religious diversity](https://www.hrc.co.nz/files/6014/2388/1002/HRC_Religious-DiversityV6.pdf)

[Trans people and employment](https://www.hrc.co.nz/files/1114/2378/4837/HRC_F_Trans_EmploymentV4.pdf)

[Workplace bullying](https://www.employment.govt.nz/resolving-problems/types-of-problems/bullying-harassment-and-discrimination/)

[Bullying prevention toolbox](http://www.worksafe.govt.nz/worksafe/toolshed/bullying-prevention-toolbox)

[Pay equity](https://www.employment.govt.nz/hours-and-wages/pay/pay-equity/)

# Consultation

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| Group/Role | Date |
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