



## EQUAL EMPLOYMENT OPPORTUNITIES POLICY

<b>Section</b>	People & Organisational Development
<b>Contact</b>	People & Organisational Development
<b>Last Review</b>	October 2017
<b>Next Review</b>	October 2020
<b>Approval</b>	SLT 17/08/112

### Purpose:

To reinforce Massey University's commitment to the principle of equal employment opportunities and to eliminating barriers that cause or perpetuate inequality in employment.

### Policy:

Massey University is committed to upholding its responsibilities as an Equal Employment Opportunities employer and creating a workplace that attracts, retains and values diversity. To achieve this policy objective, Massey University will:

- provide equal opportunities for recruitment, retention, development and promotion of all of its current and prospective employees, regardless of sex, marital status, religious/ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation;
- develop and maintain a workplace culture that values and supports diversity;
- ensure that it provides a safe, supportive and healthy environment for all employees that is conducive to quality teaching, research and community service;
- identify and eliminate all aspects of policies and procedures or other institutional barriers that cause or perpetuate inequality in respect of the employment of any person or group of persons;
- not tolerate any form of unfair discrimination in the workplace on any ground, including sex, marital status, religious/ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation;
- promote equal employment opportunities as an integral part of University policies and practices;
- support the health and wellbeing of female staff members breastfeeding infants by providing time for breastfeeding (or expressing milk) and the provision of private facilities in the workplace for breastfeeding (or expressing and storing milk), wherever possible;
- monitor, review and evaluate progress towards achieving equal employment opportunities;
- provide a welcoming and inclusive workplace for gender and sexually diverse people;
- promote an environment where there is no size or weight discrimination (in respect of a person's physical size, such as very tall or short, or overweight/underweight).



## **Audience:**

All staff of the University must abide by Massey University's Equal Employment Opportunities (EEO) Policy and are responsible for applying equal employment opportunity principles to work practices and decision-making processes.

## **Relevant legislation:**

- Education Act 1989
- Human Rights Act 1993
- State Sector Act 1988
- Employment Relations Act 2000

## **Legal compliance:**

Under the Education Act 1989 Massey University must include in its annual report a summary of its EEO programme and an account of the extent to which the University was able to meet the equal employment opportunities programme for that year.

The Human Rights Act 1993 prohibits Massey University from discriminating against any employee, job applicant or contractor on the grounds of sex, marital status, religious/ethical belief, colour, race, ethnic or national origin, disability, age, political opinion, employment status, family status, or sexual orientation.

The State Sector Act 1988 requires Massey University to develop and publish an EEO programme aimed at the identification and elimination of all aspects of policies, procedures, and other institutional barriers that cause or perpetuate (or tend to cause or perpetuate) inequality in respect to the employment of any persons or group of persons. The University also has an obligation to ensure that its EEO programme is complied with.

Massey University is a signatory to the Equal Employment Opportunities Employers' Group Charter (under 'Diversity Works New Zealand', formerly the Equal Employment Opportunities Trust). By signing the Charter, the University has agreed to: develop and maintain a policy that endorses EEO; develop plans to achieve EEO goals with specific actions, performance measures and senior management accountabilities; and report on EEO progress in the organisation via the Diversity Works New Zealand biannual survey. Massey also seeks to hold and maintain Rainbow Tick Accreditation.

## **Related procedures / documents:**

None

## **Document Management Control:**

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Authorised by: Assistant Vice-Chancellor, People & Organisational Development  
Approved by: SLT 17/08/112  
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