MASSEY UNIVERSITY

Massey University Policy Guide

EQUAL EMPLOYMENT OPPORTUNITIES POLICY

Section	People & Organisational Development
Contact	People & Organisational Development
Last Review	November 2022
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Approval	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 aim to:

- provide equal opportunities for recruitment, retention, development, and promotion of all 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 aim to 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. This includes ensuring procedures for recruitment, selection, promotion, and performance reviews are fair and free from bias, including unconscious bias, towards any group of people. Groups of people include women, ethnic minorities and any other groups where pay and/or equity gaps may exist.
- 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. This includes assessing and, if required, reducing gaps (including, but not limited to, gender pay gaps) at all levels.

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- provide a workplace that welcomes, respects, and includes rainbow and takatāpui communities – people of minority sexualities, genders, and diverse sex characteristics.

- 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).

- furthermore, Massey University supports the protection of human rights and is guided by international human rights standards, including the UN Universal Declaration of Human Rights, UN Convention on the Rights of the Child, and the International Labour Organisation Core Conventions. Massey is committed to treating all employees with respect and dignity. We expressly prohibit forced labour, modern slavery, and child labour. Modern slavery is an umbrella term for several serious exploitative work practices that represent violations of human rights. Modern slavery can take many forms, including human trafficking, slavery, and slavery like practices such as servitude, forced labour, forced or on servile marriage, the sale and exploitation of children, deceptive or misleading recruitment for labour or services and debt bondage.

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 and Training Act 2020
- Human Rights Act 1993
- Public Service Act 2020
- Employment Relations Act 2000

Legal compliance:

Under the Education and Training Act 2020Massey 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 Public Service Act 2020 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 has achieved and seeks to maintain Rainbow Tick Accreditation.

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Related procedures / documents:

None

Document Management Control:

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