

EQUAL EMPLOYMENT OPPORTUNITIES POLICY

Section	People & Organisational Development
Contact	People & Organisational Development
Last Review	April 2014
Next Review	April 2017
Approval	SLT 14/04/87

Purpose:

The purpose of this policy is to state Massey University's commitment to the principle of equal employment opportunities and eliminating barriers that cause or perpetuate inequality in employment.

Policy:

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

- provide equal opportunities for recruitment, appointment, development and promotion for all current and prospective employees, regardless of sex, marital status, religious belief, colour, race, ethnic or national origin, 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 and 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 belief, colour, race, ethnic or national origin, 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 woman staff members with breastfeeding infants by ensuring the right to time for breastfeeding (or expressing milk) and the provision of private facilities in the workplace for breastfeeding or expressing or storage of milk wherever possible;
- monitor, review and evaluate progress towards achieving equal employment opportunities.

Audience:

All staff of the University must abide by Massey University's Equal Employment Opportunities 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 equal employment opportunities 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 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 equal opportunities programme aimed at the identification and elimination of all aspects of policies, procedures, and other institutional barriers that 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 equal opportunities programme is complied with.

Massey University is a signatory to the Equal Employment Opportunities Employers' Group Charter. By signing the Charter Massey University has agreed to develop and maintain a policy, which endorses equal employment opportunities, develop plans to achieve equal employment opportunities goals with specific actions, performance measures and senior management accountabilities and report on equal employment opportunities progress in the organisation via the Equal Employment Opportunities Trust's annual survey.

Related procedures / documents:

None

Document Management Control:

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