

# Policy

## EQUAL EMPLOYMENT OPPORTUNITIES (Te kaupapa a te whakaōrite whiwhinga mahi)

<b>TEAM:</b>	People and Capability
<b>RESPONSIBILITY:</b>	Chief Executive
<b>ADOPTED:</b>	24 January 2022 by the Executive Team
<b>REVIEW:</b>	Every five years or as required
<b>CONSULTATION:</b>	None required
<b>RELATED DOCUMENTS:</b>	<b>Relevant legislation includes but is not limited to:</b> Human Rights Act 1993, Local Government Act 2002, Treaty of Waitangi Act 1975, Ashburton District Council Local Governance Statement, Ashburton District Council Diversity & Inclusion Policy (internal and available for employees)

### Policy Objective

The objective of this policy is to ensure that no employee or potential employee will be disadvantaged by reason of gender, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation as defined under the Human Rights Act 1993. It also contributes towards equality for Māori as per Article 3 of Te Tiriti o Waitangi.

He aha te mea nui o te ao. He tāngata, he tāngata, he tāngata - *What is the most important thing in the world? It is people, it is people, it is people.*

### Policy Principles

Ashburton District Council (Council) will develop and maintain an organisational culture based on the following principles:

- We value and support diversity.
- We expect high performance while acknowledging the personal and family commitments of our people.
- We will not tolerate any form of unfair discrimination in the workplace on any ground, including gender, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation.

## Policy Statement

### 1. Our commitment

- 1.1 Council is committed to practicing the principles of equal opportunity in employment.
- 1.2 Our Council values include the principles of equal opportunities.
- 1.3 We acknowledge and question inherent bias when making all decisions relating to our people.
- 1.4 We will recruit the right people based on merit from a diverse pool of talented candidates.
- 1.5 We aim to represent the diversity of our community and our stakeholders in employment.
- 1.6 We aim for equal representation of gender in Council employment, across the different groups and levels of Council.
- 1.7 We aim to increase our numbers of bi-culturally competent and confident Māori employees.

### 2. Our practice

- 2.1 The principles of equal opportunity in employment apply to all people related decisions for current and future employees. This includes but is not limited to appointment, promotion, remuneration, access to and selection for training, and flexible work.
- 2.2 We will maintain an internal Diversity & Inclusion Policy which provides a framework for us to validate and build on existing efforts to embrace diversity and inclusion.
- 2.3 We will look to find mutually agreed flexible alternatives to enable:
  - Employees meeting childcare arrangements (i.e. dropping off or picking up children).
  - Employees who have health or medical reasons.
  - Employees with cultural commitments (i.e. prayer or similar).
  - Employees with circumstances considered unique by their Group Manager.