

Equal Employment Opportunities Policy

Effective date	1 April 2020	Policy owner	Chief Executive
Version	1	Policy Section	Employment and HR
Approved by	NZIST Council	Policy review frequency	Annually
Date approved	1 April 2020	Last reviewed	1 April 2020

Purpose

NZIST is committed to ensuring everyone has equal access to equal employment opportunities, regardless of gender, race, ethnicity, marital status, age, disability, sexual orientation, family status, religious or ethical beliefs, political opinion or union affiliation.

Scope

This policy applies to all NZIST Employees.

Principles and Expectations

Equal employment opportunities (EEO) nurture and enable a diverse workforce, reflecting community diversity at all levels of NZIST.

As well as gaining the internal benefits that different viewpoints, experiences and cultural perspectives bring to an organisation, having a diverse workforce is critical to effective relationships with the range of stakeholders NZIST needs to work alongside. Key stakeholders NZIST needs to build effective relationships with include Iwi Māori, Pasifika communities and special education needs groups.

NZIST values all employees and will promote a safe, supportive, and responsive environment. Accordingly, NZIST will treat you with respect and dignity. You must also treat others with dignity and respect in the course of carrying out your duties and responsibilities.

When recruiting, NZIST will seek to appoint the best candidate for a role while at the same time ensuring equal employment opportunities.

This policy applies to all NZIST activity including recruitment, remuneration, workplace culture and dealing with external parties.