



**SOUTH WAIRARAPA
DISTRICT COUNCIL**

Kia Reretahi Tātau

Equal Employment Opportunity Policy

Date of Approval	June 2022
Next Review	As required but no later than June 2028

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Relevant Legislation

- » [Human Rights Act 1993](#)
- » [Local Government Act 2002](#)

1. Purpose

The purpose of the Equal Employment Opportunity (EEO) policy is to ensure equality in the workplace and to state how the Council will provide equal employment opportunities.

2. Policy Statement

The South Wairarapa District Council is committed to equality in the workplace and a policy of providing equal employment opportunities.

In adopting the EEO policy the Council provides for positive action in the following areas:

- » Staff appointments
- » Staff training
- » The working environment of all staff
- » Any possible sources of inequality
- » Redundancy and termination of employment.

South Wairarapa District Council is conscious of:

- » Local Government Act 2002
- » Human Rights Act 1993
- » Principles of the Treaty of Waitangi recognising Māori and Bi-Culturalism issues.

Quite apart from the requirements of law, it is the belief of the Council that decisions to appoint, promote, reward or discipline should always be made on the grounds of effectiveness and that the sorts of discrimination that are the subjects of the Acts are unfair at the human level and poor business practice. They are detrimental for employee morale and lead to poor use of the human resources available to us.

The Council will ensure that for any given position the most suitable person will be appointed irrespective of gender, race ethnic or national origins, religious or ethical beliefs, disability, material status, sexual orientation or any other factor not related to the position. The responsibility for this rests with senior managers. They must also make sure that all staff in supervisory positions understand and apply the programme as part of their regular duties.

Staff training will be provided to ensure development and realisation of potential relevant to the workplace.

Employees will be able to work at their place of employment free from harassment, victimisation or discrimination with procedures in place for solution of difference or disputes.

This Policy Statement shows that Council and senior management will continue to provide a positive climate in the workplace, which recognises many different backgrounds and individual contributions and encourages employees to develop their potential.