



HEMS – Equal Employment Opportunity Policy

Purpose

HEMS is committed to equity of opportunity for all employees by recruitment, appointment, development and retention practices which seek to identify and eliminate discriminatory barriers in the workplace so that there is fairness in employment for all persons and groups of persons.

We are committed to increasing our obligations associated with the Treaty of Waitangi of respect, inclusion and acknowledgement, caring for our staff, contractors and clients in a way that supports, acknowledges and protects their culture and respects their tikanga.

Policy

HEMS seeks to provide the same opportunities for all people in all areas of employment, regardless of their sex, marital status, religious or ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, or sexual orientation.

We also seek to engage employees and other staff based on merit. This includes experience and personal qualities, as well as any formal qualifications that a position might require.

HEMS seeks to undertake recruitment activities which provide access to a wide range of talent from which to make selections. It seeks to make selection decisions in ways which do not discriminate unlawfully or unreasonably against any person or group of people.

HEMS seeks to identify and eliminate any policies, programmes, procedures or practices which have the effect of putting any person or group of people at a disadvantage in any aspect of employment.

Definitions

The scope of this policy is the same as the “prohibited grounds of discrimination” set out in the Human Rights Act 1993, including:

- (a) Sex, which includes pregnancy and childbirth;
- (b) Marital status, which means the status of being—
 - (i) Single; or
 - (ii) Married, in a civil union, or in a de facto relationship; or
 - (iii) The surviving spouse of a marriage or the surviving partner of a civil union or de facto relationship; or
 - (iv) Separated from a spouse or civil union partner; or
 - (v) A party to a marriage or civil union that is now dissolved, or a de facto relationship that has now ended.
- (c) Religious belief;
- (d) Ethical belief, which means the lack of a religious belief, whether in respect of a particular religion or religions or all religions;

- (e) Colour;
- (f) Race;
- (g) Ethnic or national origins, which includes nationality or citizenship;
- (h) Disability, which means—
 - (i) Physical disability or impairment:
 - (ii) Physical illness:
 - (iii) Psychiatric illness:
 - (iv) Intellectual or psychological disability or impairment:
 - (v) Any other loss or abnormality of psychological, physiological, or anatomical structure or function:
 - (vi) Reliance on a guide dog, wheelchair, or other remedial means:
 - (vii) The presence in the body of organisms capable of causing illness:
 - (i) Age (from 16 years).
- (j) Political opinion, which includes the lack of a particular political opinion or any political opinion:
- (k) Employment status, which means—
 - (i) Being unemployed; or
 - (ii) Being a recipient of a benefit under the Social Security Act 1964 or an entitlement under the Accident Compensation Act 2001.
- (l) Family status, which means—
 - (i) Having the responsibility for part time care or full-time care of children or other dependants; or
 - (ii) Having no responsibility for the care of children or other dependants; or
 - (iii) Being married to, or being in a civil union or de factor relationship with, a particular person; or
 - (iv) Being a relative of a particular person.
- (m) Sexual orientation, which means a heterosexual, homosexual, lesbian, or bisexual orientation.

Relevant Legislation

Human Rights Act 1993

New Zealand Bill of Rights Act 1990

Employment Relations Act 2000

Equal Pay Act 1972