

Council Policy No: **05***Equal Opportunities*

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EQUAL OPPORTUNITY

The Auckland University of Technology (the *University*) is to take positive steps to provide equal access to its educational programmes regardless of sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, ages, political opinion, employment status, family status or sexual orientation.

PERSONNEL POLICY

The University is committed to the provision of Equal Employment Opportunities (EEO). The University will demonstrate EEO by equity of outcome.

The University will actively seek to identify and eliminate any institutional barriers that cause or perpetuate, or tend to cause or perpetuate, inequality in respect to the employment of any persons or group of persons.

In accordance with the Public Service Act 2020 the University recognises the need for a greater involvement of Māori in the Education Service and aims to fulfil its obligations to meet employment requirements. It aims to fulfil its obligations to meet the employment requirements of women, people with disabilities, Pacific Island people and other ethnic minority groups.

The University opposes all forms of unfair discrimination. It recognises the value of diversity and will seek to provide equity of outcome for all people whatever their gender, ethnic origin or special need. It will work to remove the causes of unfair discrimination, direct and indirect, wherever these are identified.

The University will maintain ongoing audit and review of all its employment related policies and procedures (their prescription, intent and application) to ensure that people employed by or applying for positions in the University are treated fairly. The University will audit and review University-wide structures, policies and procedures as appropriate, (their prescription, intent and application) to ensure that they align with EEO principles and practice.

The University will appoint to all positions on the basis of merit. Its definition of merit shall be tightly linked to the requirements of the position and shall encapsulate skills including cultural skills, qualifications, abilities and aptitudes, work experience both paid and unpaid, community involvement and personal qualities including cultural qualities.

Where merit is established and two or more people are deemed to have that merit the University will act to fulfil its commitment to the employment needs of the groups identified in this statement. The University will ensure that ongoing EEO education and training is available for University staff.

Responsibility for EEO in the University is with the Vice-Chancellor. Responsibility for the implementation of equal employment opportunities in accordance with this statement lies at all levels of the University, in Council, with the Deputy Vice-Chancellor, the Pro Vice-Chancellors, directors, deans, heads of departments, registrars, divisional managers, EEO target groups and all other staff.

POLICY STATEMENT

The University is committed to the provision of Equal Educational Opportunities (*EEdO*).

The University opposes all forms of unfair discrimination. It recognises the value of diversity and, in line with the Human Rights Act 1993, will seek to provide equity of educational outcome for all people whatever their sex, marital status, religious or ethical belief, disability, age, political opinion, employment status, family status, sexual orientation or ethnic origin. It will work to remove the causes of unfair discrimination, direct and indirect, wherever these are identified.

The University will demonstrate EEdO by equity of outcome.

The University will seek to identify and eliminate any institutional barriers that cause or perpetuate, or tend to cause or perpetuate, inequality in respect to the educational opportunities of any person or group of persons.

In accordance with the Education and Training Act 2020 the University recognises the need for a greater involvement of Māori in education and aims to fulfil its obligations to meet the educational needs of Māori.

The University encourages the greatest possible participation by the community served by it, with particular emphasis on those groups that are under-represented, such as women on non-traditional courses, people with disabilities and Pacific Island people.

The University will seek to ensure that selection criteria cannot be perceived to be a barrier to educational opportunity. Where there are more suitable applicants for a course than places available, the University will act to fulfil its commitment to EEdO.

AUT aims to overcome the historical under-representation of students from these groups by developing and implementing co-ordinated affirmative action strategies.

Responsibility for implementation of EEdO in accordance with this statement lies at all levels with the University.

Definitions

Human Rights Act 1993 makes it unlawful to discriminate on the grounds of sex (including pregnancy and childbirth), marital status, religious belief, ethical belief, colour, race, ethnic or national origin (including nationality or citizenship), disability, age, political opinion, employment status, family status and sexual orientation.

Discrimination

Direct discrimination occurs when somebody is treated unfavourably because of a protected attribute. Direct discrimination also includes detrimental acts or omissions even where there is no comparable situation.

Indirect discrimination describes the situation where an apparently neutral practice or condition has a disproportionate, negative impact on one of the groups against whom it is unlawful to discriminate, and the practice or condition cannot be justified objectively.

CHANCELLOR

PRO-CHANCELLOR