

The University of Auckland Equal Employment Opportunities Policy

The University of Auckland aims to promote teaching, research and community service of the highest standard so as to enhance the standing of the University in Auckland, in New Zealand and internationally.

The University of Auckland is committed to the principle and practice of equity. It therefore opposes unfair discrimination on the grounds of gender, race, disability, marital status, sexual orientation, age, religion, or on any other grounds, or through harassment.

The University undertakes, within available resources, to meet its obligations to equity by developing, publishing and ensuring compliance with an effective Equal Employment Opportunity (EEO) programme in each year for all general and academic staff.

The development of the EEO programme will be the responsibility of the EEO Advisor and the Advisory Committee on EEO working in consultation with the University community.

The University of Auckland is committed to meeting its responsibilities under the Treaty of Waitangi. The EEO programme will contain objectives which show that we accept the principle of partnership, and that we aim to redress the under-representation of Maori in the University.

The programme will aim to identify and avoid any unfair discrimination against those employed by, or applying for appointment within the University. It will review current personnel policies and procedures, such as those relating to recruitment, interviewing, appointments, promotions, work conditions and staff development and training, in order to meet EEO objectives.

The programme will, where necessary, recommend the review of University structures as well as policies and procedures to achieve equal employment opportunities.

The programme will require that appointment to all positions should be on the basis of merit and that the definition of merit should be wide enough to include such matters as applicants' community and cultural standing or their work experience (whether paid or unpaid).

The programme will recommend EEO training for University staff to ensure familiarity with affirmative action principles and practices.

The EEO Advisor, in liaison with the Advisory Committee on EEO, will co-ordinate the development of an EEO database to enable the EEO programme to be evaluated regularly and checked for its effectiveness.

The University acknowledges an obligation, within available resources to provide facilities and support services such as childcare centres and liaison officers, in order to meet EEO objectives.

The responsibility for disseminating and giving effect to this policy will lie at all levels within University government ie. in Council, Senate, and their Committees, and with the Vice-Chancellor, University Registrar, deans and heads of departments. The EEO Advisor is available to offer advice.

Signed by Judge M J A Brown, Chancellor, and Dr C J Maiden, Vice-Chancellor, and approved by Council on 19 March 1990.