

POLICY : EQUAL EMPLOYMENT OPPORTUNITIES

EQUAL EMPLOYMENT OPPORTUNITIES POLICY

Policy

Canterbury Business Association acknowledges the benefits gained from a diverse work-force and is fully committed to the principles and the practices of Equal Employment Opportunities (EEO).

The Canterbury Business Association complies and supports the laws, rules and regulations of the Human Rights Act 1993 and the Employment Relations Act 2000. CBA's policy is to ensure there is no discrimination on the grounds of race, colour, ethnic or national origin, sex, marital status, disability, sexual orientation, ethical belief, age, family status, political opinion, employment status, or religion.

Key Values

- Canterbury Business Association recognises the spirit of the partnership embodied in the Treaty of Waitangi and recognises the aims and aspirations of Maori
- Canterbury Business Association also affirms and celebrates the aims and aspirations of other cultural groups.
- Canterbury Business Association aims to get the best person for the job by removing barriers to discrimination based around the grounds of discrimination outlined above
- Canterbury Business Association will observe EEO principles in all of its activities and operations whilst recognising that where it engages in overseas operations it may be necessary to respect local practices and conditions.

Canterbury Business Association (CBA) became a member of the Equal Employment Opportunities Trust (EEO) on October 15th, 2007. It is important that we demonstrate our ongoing commitment to the fair recruitment of a diverse workforce, and to our employees' and volunteers' professional development, personal wellbeing and work-life balance. Becoming a member gives us certain guidelines to follow and with the support of EEO, we strive to maintain our status as an employer of choice.

Workplace environment

We respect and value each member of our team. We will work to ensure that our workplace is accessible to everyone and that every team member is treated with respect. We incorporate a “no tolerance” attitude towards any form of violence, be it sexual, physical, or verbal, providing a safe working environment for all employees.

We employ people, and work with volunteers from all over the world. The diversity this brings to the team is one of global knowledge and experience, a beautiful mix of cultural personality and overall, demonstrates our commitment to equal opportunities within the workplace.

Recruitment

We value the team spirit which is the core of our business. Our recruitment processes are transparent and free from bias. We recruit on merit and select the best person suited for the job.

We want to attract a wide range of candidates. We value personal qualities just as much as we take into consideration the technical competencies

Professional Development

CBA supports the professional development of all employees and volunteers through training courses (technical and professional), tertiary study and has an internal training program to ensure that all employees and volunteers are using our own systems to the best of their ability. Knowledge is the key to business success and through investing in our employees and volunteers and recognising their diverse talents, we all reap the rewards.

Flexibility

Our employees and volunteers spend a lot of time with us – it is important that we look after their wellbeing. We are learning that working to accommodate their needs and recognising that they have a life outside the company creates a strong relationship within our business

Work-Life Balance

CBA has recently implemented a lifestyle benefit program through which we encourage employees and volunteers to maintain a fit and healthy lifestyle outside the business. By providing discounted deals with selected suppliers on an annual basis, our employees and volunteers will have the ability to enjoy ski passes, kayaking, badminton, tramping, fishing and numerous other activities – the options are limitless. What is important is that our employees are fit and healthy and that we are encouraging them to keep a healthy balance between work and lifestyle.

CBA Social Events

We have always taken pride in the fact that we like to work hard and play hard, whilst maintaining close relationships with the community. The good mix of our team allows us to enjoy each others' company away from the work environment. We are regularly involved in community events and have an active social committee, ensuring that working for CBA is not just work, but also an important part of our employees' lives.