

EQUAL EMPLOYMENT OPPORTUNITIES POLICY

Policy Statement

Telecom values and respects individuals' differences as a competitive advantage to achieve its vision. Telecom values the diversity of its people and will continue to implement strategies, frameworks and programmes that integrate EEO principles and practices into all elements of the business, removing fears, prejudices, barriers and stereotyping.

Background

Telecom is committed to reducing barriers preventing employees from reaching their full potential and to ensure a bias-free environment that promotes productivity. Telecom will implement and integrate policies, programmes and strategies to ensure a bias-free environment that allows our employees to be empowered and feel valued.

Telecom supports the work of the EEO Trust.

Guidance

1. Telecom provides programmes, strategies and services to promote diversity and EEO principles as legitimate issues relevant to all areas of its business.
2. Telecom has recruitment practices consistent with EEO principles, which all managers must comply with.
3. Managers must reduce barriers such as prejudice, a non-supportive environment, insensitivity to work/family issues etc.
4. Telecom ensures that the concept of managing diversity becomes an integral and active feature of Telecom's management competencies.
5. Telecom will create opportunities for ideas on diversity to be discussed as a legitimate business issue.
6. Managers have available a range of preferred suppliers for external work/ life assistance service providers to use when and if required to support employee resolution of personal issues which impair their work performance.

Specific Responsibilities

Role	Responsibilities
Human Resources	Framework development, implementation, and compliance monitoring. Advice and training for managers in relation to prevention and dealing with complaints
Managers	Creating an environment that promotes EEO/ Diversity. Understanding their obligations under applicable legislation and processes and ensuring compliance. Handling complaints
All employees	Accountability for themselves and their activities

References

[HR intranet site](#)
[Anti-Harassment and Discrimination Policy](#)
[Flexible working - Management guidelines](#)

Children in the workplace
<http://www.eeotrust.org.nz/>
<http://www.ceoe.com.au/>
<http://www.ecdu.govt.nz/>
<http://www.parentscentre.org.nz/>
<http://www.retirement.org.nz/>

Approval

Recommended for approval by the Chief Executive:

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Date: 09/12/02

Approved:

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Chief Executive
Date: 21/01/03