

POLICY 2

Name of organisation:

Preventing Discrimination Policy



Commitment to Te Tiriti o Waitangi

(insert name of organisation) recognises Te Tiriti o Waitangi as Aotearoa New Zealand's founding document.

(insert name of organisation) is committed to upholding the mana of Te Tiriti o Waitangi and the principles of Partnership, Protection and Participation.

Values

(insert name of organisation) values the diversity of the people involved in its activities.

(insert name of organisation) aims to provide a safe, inclusive and enjoyable environment for everyone involved in its activities. People are expected to show respect and courtesy in their interaction with others.

(insert name of organisation) recognises those involved in its activities cannot enjoy themselves or perform to the best of their abilities if they are being discriminated against, directly or indirectly. It is aware discrimination affects the health, safety and wellbeing of people.

Purpose

This policy aims to:

- support an inclusive environment where all people are treated with dignity, respect and courtesy, free from discrimination
- provide a process to deal with discrimination by or toward those involved in

(insert name of organisation).

Application

This policy applies to anyone involved in

(insert name of organisation). This includes: participants, volunteers, supporters, club/organisation members, employees, service providers, and families/whānau of participants.

Policy

What is discrimination?

Discrimination is treating or threatening to treat a person, or a group of people, differently and unfavourably. Discrimination can be direct or indirect, obvious or subtle. People may not be aware of their own prejudices or biases in favour of or against a group or type of person but that does not excuse discrimination.

- Direct discrimination is treating someone with a particular characteristic or attribute less favourably than a person who does not have that attribute.
- Indirect discrimination is imposing an unreasonable requirement, condition or practice that disadvantages people with a particular attribute or characteristic.

It is unlawful to discriminate against a person or group of people because of the following attributes and characteristics:

- race, colour, descent, ancestry or national, ethnic or social origin
- sex, gender identity, sexual orientation, marital or relationship status, pregnancy or breastfeeding, family status
- disability
- employment status
- age
- religious, ethical or political belief e.g. women wearing headpieces, wearing full covered swimsuits swimming, kneeling during national anthems, rugby players having political statements on wrist bands.

(insert name of organisation) will not tolerate any discrimination by people involved in the activity/sport or towards any person involved in the activity/sport. We will take all allegations of discrimination seriously and deal with them in accordance with the Complaints Policy and Procedure.

Informal resolution

Any person who feels they or someone else have been or is being discriminated against, should:

- Discuss the situation with family/whānau/other support person
- Following that discussion, decide how they would like to address the behaviour.

People are always encouraged to raise concerns directly with the person who has behaved in a way causing concern, but only if that feels safe and likely to be helpful. Otherwise, asking a club official or family/whānau member to help raise the issue and seek a constructive conversation is a good idea.

Both parties involved should have a chance to be heard respectfully, and feel safe to be able to say what they want to say through both informal and formal processes.

If direct resolution isn't successful or appropriate, the issue should be raised with the relevant club/organisation committee, which, in consultation with the people involved, will put in place a culturally appropriate process to try to resolve it. This may include holding a facilitated meeting in a place, and following a process, that meets the needs of the people involved.

Informal resolution may not be suitable if the discrimination is direct, serious or continuous, involves someone very senior or people are scared of being punished for raising a concern. It might be more appropriate in circumstances of indirect discrimination.

It is important that any person involved in an informal resolution process is supported to feel safe in the process. Anyone involved can have family/whānau support throughout the process. If anyone changes their mind about being involved the process, that must be respected.

Making a complaint

Individuals who wish to make a complaint, or report an alleged breach of this policy, should follow the complaints procedure outlined in the Complaints Policy and Procedure.

Individuals may also choose to make a complaint about discrimination to the Human Rights Commissioner. Employees may wish to raise a personal grievance in accordance with the Employment Relations Act 2000.



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October 2020