

Equal Employment Opportunities



Objectives:

- Landcare Research wishes to encourage values consistent with the concept of Manaaki Tangata, as set out in the EEO/Manaaki Tangata Plan.
- Landcare Research wishes to provide an effective process for the identification and elimination of all aspects of policies, procedures and other institutional barriers that cause or perpetuate inequality in respect of any persons or group of persons.
- Landcare Research acknowledges and will advance the principles of partnership embodied in the Treaty of Waitangi.

Summary:

- Landcare Research will provide employees with equality of opportunity in the workplace (e.g. in access to, consideration for, and encouragement in recruitment, selection, promotion, conditions of employment, training and career development) regardless of differences among our staff (race, colour, gender, age, sexual orientation, nationality, ethnic origin, disability, marital status, religious or ethical beliefs, employment status, family status or political or other organisation affiliation) and will aim to at all times treat diversity as an asset to the company.

Applicable to:

- All Employees.

Key Points:

- An Equal Employment Opportunity (EEO) Plan will be reviewed annually and used to measure progress towards achievement of EEO objectives.
- The Plan will aim to:
 - Ensure we set up a Manaaki Tangata suite of policies and values to provide a framework for future EEO Plans.
 - Ensure a working environment that encourages employment of all without unfairly discriminating against anyone.

- Ensure no unfair discrimination against those employed by, or applying for appointment or promotion within, the organisation.
 - Adapt organisational structures, policies and procedures to facilitate achievement of the EEO Policy objectives above.
- An advisory/consultative group of suitable volunteer employees should advise management on EEO initiatives and monitor the effectiveness of the EEO plan. This group may consult with employees, as it deems necessary.
- The responsibility for disseminating this policy will lie with the Regional and Corporate Managers
- Inter alia the plan will seek to ensure that company policies and procedures:
 - Require that appointment to all positions be on the basis of merit and that the definition of merit should be broad enough to include cultural and community standing, in so far as it is relevant to Landcare Research's business, as well as work experience (whether paid or unpaid).
 - Encourage and support the formation of networks by staff for the purposes of mutual support and the promotion of EEO.
 - Provide training for all staff to enable familiarity with the principles and practice of EEO.
 - Require that recruitment processes attract all relevant groups of people
 - Provide sensitive career planning to all staff.
 - Provide physical and family-support facilities that cater for all groups.