

EQUAL OPPORTUNITIES POLICY

Marlborough Youth Trust is committed to the principles and practices of ensuring all people are provided with an equal opportunity to achieve their potential. MYT will not unlawfully discriminate on any grounds, including race, skin colour, sexual orientation, nationality, ethnic origin, gender, religion, political beliefs, disability, family, age and marital status.

MYT aim to be trusted by all communities in Marlborough, this means having equal respect for all work colleagues, clients, volunteers, community groups and/or businesses.

Employees


MYT recognizes the skills, talents and experiences of diverse workforces and aims to provide a more flexible and responsive service to meet the needs of the community and will ensure employees have equal opportunities in employment, training and promotion.

Therefore, the MYT Management and Trustees shall not:

- Select or employ staff on any basis other than an impartial assessment of their ability to achieve the performance standards required to achieve MYT goals.
- Fail to take all reasonable steps to provide every employee with a working environment free of harassment.

Crossroads will ensure equality of opportunity by continuing to review all policies and procedures.

Relevant legislation and information: Equal Employment Opportunity Act 1987; Employment Relations Act 2000; Human Rights Act 1993; www.employment.govt.nz

Chairperson:  **Date:** 21.02.2024

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