

Equal Opportunity in Employment Policy

Last Modified: 01/06/2024
Review Date: 01/06/2027
Manager: Executive Director, People, Culture & Wellbeing
Approval Authority: Vice-Chancellor

1. PURPOSE

This policy sets out the University's commitment to equal employment opportunity, diversity and inclusion.

2. APPLICATION

This policy applies to all staff of Lincoln University and its subsidiaries.

3. PRINCIPLES

The University is committed to:

- providing equality of opportunity in employment irrespective of a person's sex, gender, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status or sexual orientation;
- identifying and eliminating any institutional barriers that cause or perpetuate, or tend to cause or perpetuate, inequality in respect of the employment of any person or group of persons;
- ensuring that all its policies and practices uphold the principle of equal employment opportunity;
- ensuring that all staff appointments are made solely on the basis of merit relative to opportunity, and that all promotions, advancements, salary reviews and professional/career development opportunities are based solely on merit;
- improving employment opportunities for groups who are traditionally under-represented in either occupational groups or levels of seniority, in particular women, Māori and Pacific people.

4. RESPONSIBILITIES

Line managers are responsible for ensuring that all practices and procedures that apply to staff for whom they are responsible are consistent with this policy.

The Executive Director, People, Culture & Wellbeing is responsible for monitoring compliance with this policy and reporting any breaches to the Vice-Chancellor.

Breaches of this policy may result in disciplinary action under the Disciplinary Policy and Procedure.

LINKS TO PROCEDURE(S) AND OTHER RESOURCES

- [Prevention of Bullying, Harassment Policy](#)
- [Prevention of Bullying, Harassment and Discrimination Guidelines](#)
- [Education Act 1989](#)
- [Employment Relations Act 2000](#)
- [Human Rights Act 1993](#)
- [Lincoln University - Code of Conduct](#)
- [Public Service Act 2020](#)
- [Te Tiriti o Waitangi](#)
- [Disciplinary Policy and Procedure](#)