

Policy title	Equity, Diversity & Inclusion Policy
Policy area	Health and Safety
For students?	Yes
Policy Info	The Learning Connexion’s Responsibilities The Learning Connexion (TLC) is committed to meeting its responsibilities under the Treaty of Waitangi, and achieving equity outcomes. The purpose of this policy is to support all members of TLC to provide a safe, inclusive and equitable study and work environment that enables all people to reach their potential. Under this policy TLC acknowledges: • The distinct status of Māori as tangata whenua and is committed to partnerships that acknowledge the principles of the Treaty of Waitangi • That equity will enhance TLC’s national and international reputation • Its commitment to equity outcomes will attract, retain and support talented people to achieve their potential TLC will comply with all Tertiary Education Commission (TEC) equity reporting requirements, and will comply with all applicable legislation in its pursuit of equity outcomes.
Details	1. TLC will provide a safe, inclusive and equitable study and work environment characterised by impartial, merit based decision making. 2. TLC will develop robust equity strategies with measurable outcomes; plan, resource, monitor and report progress towards the achievement of aspirational equity goals. 3. TLC will foster fairness and respect for diverse groups of people. 4. All members of TLC are to support equitable access, participation, engagement and success for all staff members and students, including Māori as well as those from equity groups. 5. TLC will oppose discrimination, including discrimination on the basis of gender identity and on prohibited grounds stated in the Human Rights Act 1993, being sex, marital status, religious belief, ethical belief, colour, race, ethnic or national origins, disability, age, political opinion, employment status, family status, and sexual orientation. 6. TLC will meet the legislative requirement for equity monitoring and initiatives under the State Sector and

Education Acts by developing and maintaining faculty and service division strategic and annual plans, reported through annual equity reporting to the Tertiary Education Commission (TEC)

7. TLC will monitor terms and conditions including for those with family and caring responsibilities, diverse ethnic groups, mature aged staff, professional staff, and temporary, part-time and casual staff, to ensure fairness and inclusion for these groups.

Complaints and Appeals

Any concerns in relation to decisions made under this policy should, where practicable, be discussed with Learning Support and Academic Board in the first instance.

Any formal appeal should be made in writing to the Operations Director via Culture & Employment.

This does not prevent a student pursuing the matter through an external agency such as the Human Rights Commission.

The Learning Connexion is bound by the provisions of the *Human Rights Act 1993 (New Zealand Legislation website)* - see link below - in dealing with those situations.

Definitions

The following definitions apply to this document:

Disability includes being blind or Deaf; hearing or vision impairments; impairment due to head injury, medical conditions or mental health conditions; physical or mobility impairments; speech impairments and specific learning disabilities.

Discrimination means denial of participation or human rights to categories of people based on prejudice. It includes detrimental treatment of an individual or group based on their actual or perceived membership of a certain group or social category. Discrimination may be conscious or unconscious, direct or indirect.

Diversity means the practice of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

Equity at TLC means fairness and justice within a safe, inclusive and equitable study and work environment that enables talented people to achieve their potential and the University to achieve its strategic objectives.

Equity groups are more likely to have experienced one or more barriers to accessing and succeeding at TLC, such as discrimination,

Definitions

	marginalisation, under-representation, underachievement in school, and/or socioeconomic background. TLC supports Māori and other equity groups including: • Pacific students and staff members • Staff members and students with disabilities • Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Takatāpui + (LGBTIQ Takatāpui+) students and staff members • Students and staff members from refugee backgrounds (SSRB) • Students from low socio-economic backgrounds (low SEB) • Men, women and gender diverse people where there are barriers to access and success Equity outcomes are the measurable qualitative and/or quantitative results of equity strategies, plans, policies and practices. Inclusive means including everyone and not excluding any part of society. Māori students and staff members are tangata whenua and as such TLC is committed to partnership and advancement. Marginalisation means exclusion from full participation in all aspects of society. Refugee means a person ‘who, owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his/her nationality and is unable to or owing to such fear, is unwilling to avail himself/herself of the protection of that country’ (The United Nations Convention Relating to the Status of Refugees). Safe means protection from physical, emotional and psychological danger or harm. Staff member refers to an individual employed by TLC on a full or part-time basis Students from low socio-economic backgrounds refers to students from backgrounds characterised by a combination of social and economic factors including parents without educational qualifications, low household income, parents in low skilled occupations, reliance on government income support and household overcrowding. Under-representation means lower representation of a group compared with their representation in the wider community or peer group.
References	Human Rights Act 1993, Ministry of Education, Tertiary Education Commission, Achieve.
Date Created	March 2016

Review Dates	April 2018, (Rewritten Apr 2019), Oct 2019, Oct 2020, May 2022, May 2023, May 2024, May 2025
Next Review Date	May 2026
Links	Legislation Human Rights Act 1993 (New Zealand Legislation website) Disabilities & Impairment Policy (Students)