

Policy on Equal Opportunities



Rationale	All employees and volunteers of GirlGuiding New Zealand should know what their responsibilities and rights are in the area of equal opportunity.
Purposes	To actively ensure there is no discrimination on the grounds of race, colour, gender, sexual orientation, ethnic or national origin, marital status, disability or religion.
Guidelines	<ul style="list-style-type: none">• Whilst supporting the principles of equal opportunities in employment, training and promotion for both volunteers and employees, in many instances it will be necessary for GirlGuiding New Zealand to consider gender in accordance with its mission.• The selection and employment of staff is made solely on an impartial assessment of their ability to achieve the excellent performance standards needed to attain GirlGuiding New Zealand goals.• The personal development of volunteers and staff is achieved by giving opportunities and training to enable the individual's achievement of full potential in accordance with GirlGuiding New Zealand goals.• Remuneration should appropriately reward the level of authority, responsibility, accountability, technical competence and achievement of the position and person.• Every employee and volunteer shall enjoy an environment free of harassment.• GirlGuiding New Zealand recognises the aims and aspirations of Māori and endeavours to contribute to the spirit of the partnership embodied in the Treaty of Waitangi.
Conclusion	GirlGuiding New Zealand has a responsibility to ensure that all employees and volunteers are treated equally within the focus of its mission.
Date of policy	1999
Last reviewed	February 2011