

# Human Rights Policy Statement

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The New Zealand Human Rights Commission is committed to ensuring that all people are treated with dignity and respect and that the Commission operates in a manner consistent with the Universal Declaration of Human Rights and other established human rights principles and obligations.

This policy statement provides a high level framework that must be read alongside the Commission's more detailed policy and procedure documents. It sets out the Commission's approach to key operational matters that may impact on Commission staff, Commissioners and the wider community. It covers all areas of the Commission's operation including recruitment, procurement, governance and general day to day activities.

- 1** The Commission values diversity and does not discriminate against employees, potential employees or any other person by reason of gender, ethnicity, religion, sexual orientation, marital status, pregnancy or childbirth, ethical belief, colour, race disability, age, employment status, political opinion, or family status.
- 2** The Commission will operate a fair, safe and healthy workplace and will maintain a working environment free from violence, harm, discrimination and harassment
- 3** The Commission will take steps to operate in an environmentally sustainable manner and to reduce adverse environment impacts.
- 4** The Commission will engage appropriately with stakeholders and communities so they can be involved in the development of solutions to issues that affect them.
- 5** The Commission acknowledges the Treaty of Waitangi as the founding document of our nation and will operate in a manner consistent with its values and principles.
- 6** When purchasing goods and services, the Commission will consider the human rights compliance of the contracting entity and the extent to which the entity contributes to realisation of human rights through its own practices.
- 7** The Commission will regularly examine and report on measures to support the operational implementation of this policy and will actively encourage other entities to adopt and implement a human rights policy.