



Anti-Discrimination Policy

1. What is discrimination

Discrimination is treating or threatening to treat a person, or a group of people, differently and unfavourably. Discrimination can be direct or indirect, obvious or subtle. People may not be aware of their own prejudices or biases in favour of or against a group or type of person but that does not excuse discrimination.

- Direct discrimination is treating someone with a particular characteristic or attribute less favourably than a person who does not have that attribute.
- Indirect discrimination is imposing an unreasonable requirement, condition or practice that disadvantages people with a particular attribute or characteristic.

It is unlawful to discriminate against a person or group of people because of the following attributes and characteristics:

- race, colour, descent, ancestry or national, ethnic or social origin
- sex, gender identity, sexual orientation, marital or relationship status, pregnancy or breastfeeding, family status
- disability
- employment status
- age
- religious, ethical or political belief

TBNZ will not tolerate any discrimination by people involved in the activity/sport or towards any person involved in the activity/sport. We will take all allegations of discrimination seriously and deal with them accordingly.

2. Informal Resolution

Any person who feels they or someone else have been or is being discriminated against, should:

- Discuss the situation with family/whānau/other support person
- Following that discussion, decide how they would like to address the behaviour.

People are always encouraged to raise concerns directly with the person who has behaved in a way causing concern, but only if that feels safe and likely to be helpful. Otherwise, asking a TBNZ official or family/whānau member to help raise the issue and seek a constructive conversation is a good idea.

Both parties involved should have a chance to be heard respectfully, and feel safe to be able to say what they want to say through both informal and formal processes.

If direct resolution isn't successful or appropriate, the issue should be raised with the relevant club/organisation committee, which, in consultation with the people involved, will put in place a culturally appropriate process to try to resolve it. This may include holding a facilitated meeting in a place, and following a process, that meets the needs of the people involved.

Informal resolution may not be suitable if the discrimination is direct, serious or continuous, involves someone very senior or people are scared of being punished for raising a concern. It might be more appropriate in circumstances of indirect discrimination.

It is important that any person involved in an informal resolution process is supported to feel safe in the process. Anyone involved can have family/whānau support throughout the process. If anyone changes their mind about being involved the process, that must be respected.

3. Making a complaint

Individuals who wish to make a complaint, or report an alleged breach of this policy, should follow the complaints procedure outlined in the Complaints Policy and Procedure.

Individuals may also choose to make a complaint about discrimination to the Human Rights Commissioner.

Employees may wish to raise a personal grievance in accordance with the Employment Relations Act 2000.