

TRADE AID NEW ZEALAND, INC. (TANZ) EQUITY POLICY 2016

PURPOSE: To promote equity in opportunities and relationships throughout the Trade Aid Movement.

PRINCIPLE: The principles of equity and non-discrimination underlie the work of Trade Aid. The more equity that exists in society, the more beneficial it is for everyone. A Trade Aid Movement based on equity and non-discrimination enables valuable contributions from all participants to achieve the goals of the Charter.

POLICY PRACTICE	POLICY EXPLANATION
The Trade Aid Movement is committed to ensuring diversity and non-discrimination in all relationships and opportunities throughout the Movement.	Governance and management develop and maintain clear roles and good practice to ensure a Movement based on equity and non-discrimination.
The Trade Aid Movement does not discriminate in any of its activities on the grounds of race, caste, national origin, religion, ethical belief, disability, gender, sexual orientation, union membership, political opinion, age, marital status, colour, ethnic or national origins, employment status, family status or any other status.	These grounds of non-discrimination are drawn from the WTO principles and the New Zealand Human Rights Act 1993.
The Trade Aid Movement provides opportunities for all men and women alike to develop their skills and achieve their potential.	The Movement is strengthened by encouraging all people to reach their full potential. This supports a diverse Trade Aid Movement and also contributes more widely to an enabling society.
The Trade Aid Movement honours the Treaty of Waitangi/Te Tiriti o Waitangi and the principle of partnership.	Partnership is a key aspect of Trade Aid activities and is a cornerstone of the Treaty. Ensuring that the various parts of the Movement reflect its community is a first step.

RELATED DOCUMENTS: Trade Aid Movement Charter, Trade Aid Partnership Policy, TANZ Treaty Policy, TANZ Volunteer Policy.

DOCUMENT MANAGEMENT

Document number: 06

Policy Owner: Trade Aid New Zealand, Inc.

Date of Review: 2019