

4.9 Human Rights Policy

Rationale

The purpose of this operational policy is to protect employees, parents and children from any form of discrimination under the Human Rights Act 1993 and Human Rights Act Amendment 2001. We will operate a fair, safe and healthy Centre that values diversity and is free from discrimination.

[Link to TeWhāriki](#) – There are equitable opportunities for learning, irrespective of gender, ability, age, ethnicity or background.

[Link to OMP Values](#) – Being Professional and ethical, Inclusive, appreciate diversity and child centred, Nurturing and respectful.

Procedures

- OMP values diversity and does not discriminate against employees, potential employees, children, parents 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.
- OMP respects human rights. This means that we avoid infringing on the human rights of others and we will address adverse human rights impacts where we see them.
- OMP accept the responsibility to respect human rights and further recognise those human rights expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.
- The responsibility to respect human rights requires that we:
 - Avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts when they occur;
 - Seek to prevent or mitigate adverse human rights impacts that are directly linked to the way we and others work and behave at OMP.
- We operate a fair, safe and healthy workplace and will maintain an environment free from violence, harm, discrimination or harassment.
- We acknowledge the Treaty of Waitangi as the founding document of our nation and will operate in a manner consistent with its values and principles.
- We will embed this human rights policy by ensuring that it is approved by the Team Leader; that all kaiako are aware of the policy and that it is part of kaiako induction processes; and that it is publically available for inspection by parents and visitors.

Introduction date:	Review date:
Comments:	See reference below
Consultation undertaken:	Kaiako Meeting approval, uploaded to website for parent approval and comment.