



## RUDOLF STEINER SCHOOL TRUST OTAGO

### Equal Employment Opportunities Policy

The Rudolf Steiner School Trust has a commitment to removing inequality from the workplace and will continue to be an Equal Employment Opportunities (EEO) employer.

The Kindergarten and the Proprietors Trust will:

- a) Ensure that all applicable policies and procedures will incorporate EEO requirements and reflect the Trust's commitment to the Treaty of Waitangi.
- b) Address any practices or policies that are found to be discriminatory.
- c) Provide opportunities that enhance the value and career opportunities of all employees.
- d) Provide a non-discriminatory, culturally sensitive and safe working environment for all employees.
- e) Ensure all employees have the right to membership or non-membership to any union and the choice of any representative in negotiating for an Employment Agreement or in any disciplinary circumstance.
- f) Maintain an Appointments policy that is in accordance with this EEO policy.

Staff will be consulted on any proposed changes to personnel policies and procedures and these are available to all staff and the wider parent community.

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Signed \_\_\_\_\_ Name \_\_\_\_\_(Trust Chair)

Date \_\_\_\_\_ Review Date \_\_\_\_\_