

# Equal Employment Opportunities



## POLICY

The International Travel College of New Zealand seeks to be an employer of choice, one that provides a healthy and dynamic work environment for staff; nurtures contribution, innovation and development and which recognises and rewards staff in a supportive and accountable environment.

The International Travel College of New Zealand seeks to identify and eliminate any institutional or physical barriers that cause or perpetuate inequality in respect to the recruitment and selection of any persons or groups of persons.

Such barriers may include: cultural identity, gender, marital status, religious belief, age, family responsibility, political affiliation, disability, sexual orientation, financial circumstances, geographical location, health status, physical appearance, employment status.

In accordance with its statutory obligations and its commitments in its Charter to the Treaty of Waitangi and to equity, the International Travel College of New Zealand is committed to a policy of equal opportunity in the workplace.

The International Travel College of New Zealand is committed to ensuring that all staff receive fair treatment and are provided with a respectful and supportive working environment.

**RESPONSIBILITY** for the Equal Opportunity Policy of the College rests with the Director and Senior Management Group, and responsibility for the implementation of Equal Opportunity actions is inherent in the roles and responsibilities of all College staff.