



- adult students;
- female students;
- staff and students with disabilities;
- staff and students from refugee backgrounds (SSRB); and
- students from low socio-economic backgrounds (low SEB).

**Inclusion** – a state of being valued, respected and supported through focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve their full potential.

**Mana Whenua** – the people who exercise kaitiakitanga (stewardship) and possess the rights to hold responsibility for land and/or resources in a geo-political area. Ng i T huriri are the mana whenua of the land where the University is situated.

**Staff or Staff Member** – for the purposes of this policy, the definition of “staff” or “staff member” extends to cover all persons working at, for, or on behalf of, the University (whether paid or unpaid), including but not limited to, contractors, subcontractors and their employees, adjunct appointees, Erskine visitors, consultants, guest lecturers, interns and volunteers.

**Student** – a person who is currently enrolled as a student at the University, either directly or through official arrangements with another organisation.

**Tangata Tiriti** – the settlers, descendants of the settlers from the late 18<sup>th</sup> century and all people UHDpE92NcBQzNn3ã:6SoS R005ã

these rights extend beyond this policy, and endeavour to achieve equality through the creation of equitable pathways.

The University has a range of statutory obligations in relation to staff and students. These include the University Council's obligation under section 281(c) of the [Education and Training Act 2020 \(New Zealand Legislation website\)](#):

*"...to encourage the greatest possible participation by the communities served by the institution so as to maximise the educational potential of all members of those communities with particular emphasis on those groups in those communities that are under-represented among the students of the institution".*

As a research-intensive higher education institution, the University stands committed to creating environments, whether physical or online, where students and staff are acknowledged, respected, appreciated and included, and can pursue their goals in an environment of non-discrimination.

## Principles

These principles will inform University activities. Education and training are provided to staff, especially Heads of Department/School (HOD/Ss) and Service Unit Managers, to ensure the practical implications of these principles are understood and able to be implemented.

1. Respect is the cornerstone of interaction between all members of the University community.
2. The University is committed to eliminating inappropriate discrimination, including on grounds of age, colour, disability, education, employment status, ethical belief, ethnic or national origins, language, family status, marital status, political opinion, race, religious belief, sex or gender, sexual orientation and socio-economic circumstances.

The University encourages all staff and students to maintain familiarity with their respective codes of conduct, as well as with the University's [Prevention of Harassment and Bullying Policy \(PDF, 305KB\)](#) and other relevant policies.

3. The University will acti48 Tc[3/F41OJETQq0.000008871 0 595.32 842.04 reW\*nBT/F4 12 Tf1 3(r





**Document History and Version Control Table**