



Equality, Diversity, and Inclusion Policy

Purpose

1. The Board of Massé (**Board**) acknowledges that Aotearoa New Zealand is a country of people from many cultures, beliefs and backgrounds.
2. Massé is a welcoming, accessible, safe place for all people. We are committed to including and celebrating diversity and people from all backgrounds.
3. Everyone involved in the activities of Massé needs to play their part to make our premises a safe, welcoming space for everyone and to encourage participation by as many people as possible.

Scope

4. This policy applies to the Board and all Massé staff.

Inclusion

5. Everybody has the right to participate within an inclusive and safe space and to be treated with respect, care and a positive attitude.
6. Massé believes at its heart, inclusion is simple: no one is left out.
7. That means more than saying everyone is welcome. It means taking action to include people in opportunities and ensuring that people feel they are included and belong.
8. This involves talking, listening and following the lead of people from different cultures and backgrounds about ways our sport can be made safe and suitable for them.
9. There should be no set way about how we do things. We will be flexible, instead of expecting people to adapt to how we think things should be done.

Diversity

10. Massé believes there is strength in diversity, and welcomes people of all races, cultural, ethnic, religious and socioeconomic backgrounds who are prepared to abide by the Club's rules and policies.
11. Massé encourages people from all cultures and backgrounds to become involved in the sport as participants volunteers, employees and supporters.

Policy

12. The Board:

- (i) will endeavour to attract and maintain a diverse workforce through inclusive recruitment processes and equal employment opportunities.
- (ii) will foster an inclusive working environment where learning opportunities are developed based on experience, performance and potential.
- (iii) will create a safe and inclusive working environment that includes speak up culture where individuals feel respected and valued.
- (iv) will support initiatives and policies that encourage its approach to diversity and inclusion.
- (v) has a zero-tolerance policy for bullying, harassment, victimisation, or offensive behaviour of any nature.
- (vi) will endeavour to see that all complaints are addressed in a fair and confidential manner in accordance with the Complaints policy.

13. Individuals should report any unlawful discrimination or breaches of this Policy to the Board.

Dene O'Kane

Board Chairperson

April 2024