

Cycling New Zealand Overview

Purpose: Unlocking People Potential

Vision: A thriving community across the sport of cycling

Values:

Integrity

We are honest and transparent, uncompromising in our commitment to strong moral, respectful, and ethical principles

Innovation

We constantly look at working smarter and more efficiently – seeking improvement in all we do

Excellence

We aim high in everything we do, striving to be better in all we do

Collaboration

We connect to achieve our purpose, we build trust in our relationships

DIVERSITY, EQUITY & INCLUSION

Purpose

This policy aims to provide a foundation to support Cycling New Zealand's (CNZ) commitment to achieving a diverse and equitable workforce and cycling community that uses inclusive practices to create a sense of belonging for all.

Scope

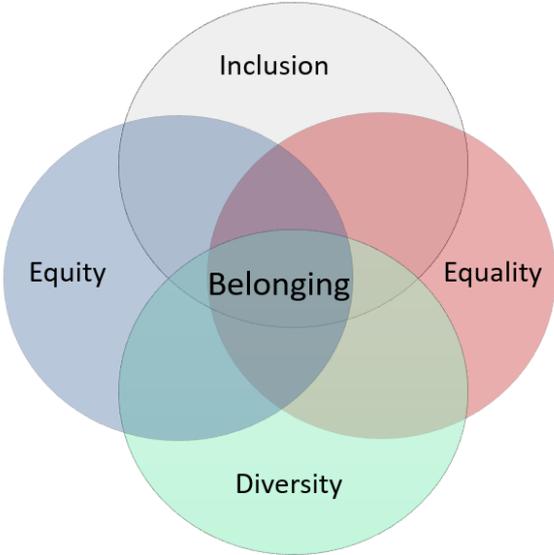
This Policy applies to:

- (i) CNZ employees, contractors, and volunteers of CNZ, member organisations, centres/regions, clubs, and school cycling teams and programmes, affiliated to CNZ; and
- (ii) High Performance Sport New Zealand and Sport New Zealand employees or contractors operating within the sport of cycling; and
- (iii) Any other support personnel appointed or elected to CNZ teams and squads; and
- (iv) All CNZ licensed riders, including national representative and development athletes; and
- (v) Technical Officials, including coaches, commissaires and other officials involved in the sport; and
- (vi) Athletes, coaches, officials, and other personnel participating in or assisting in events recognised or sanctioned by CNZ; and
- (vii) Athletes, coaches, officials, and other personnel participating in or assisting in other activities including camps and training sessions, held or sanctioned by CNZ; and
- (viii) Spectators, parents/guardians and sponsors, who or which agree in writing (whether on a ticket, entry form or otherwise) to be bound by this policy.

POLICY

Definitions

- Diversity** The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, qualifications, skills and ways of thinking.
- Equity** Fair outcomes for individuals belonging to diverse groups, achieved by addressing the barriers each of these groups face.
- Equality** The state of being equal, especially in status, rights, or opportunities.
- Inclusion** The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those who have physical or intellectual disabilities and members of other minority groups.
- Belonging** The subjective experience and emotion whereby someone feels a connectedness and acceptance to another individual or group.



Quotes

Diversity is being invited to the party; Inclusion is being asked to dance.

Vernā Myers

Diversity is the guest list of a party.
Equality means everyone gets an invitation.
Equity means everyone actually gets there.
Inclusion means you get to pick the songs.
Belonging means you feel like a participant, not simply an attendee.

Daniel Juday

Policy

CNZ recognises the importance and value of creating and nurturing an environment that values and promotes diversity and inclusion. These environments are more innovative, more dynamic, attract and retain top talent and enables people to express their true selves, bringing out the best in everyone and creating a sense of belonging. We live in one of the most diverse nations in the world. Economically and socially – New Zealanders are better-by-diversity on many levels. Diversity and Inclusion enable us to better reflect and serve the Sport Sector and the diverse communities with which we interact.

Principles

- CNZ values diversity because it reflects and serves our nation and ensures our people thrive.
- We're all accountable to create an inclusive culture.
- We are committed to attracting diverse talent and hiring fairly.
- We support flexible ways of working.
- We're committed to equal pay for equal work.
- We have an obligation to champion diversity and inclusion in the sport sector.

Commitment

CNZ will:

- Comply with the New Zealand Human Rights Act 1993, New Zealand Bill of Rights Act 1990, and all other relevant Human Rights laws.
- Not tolerate any discrimination of any kind, either direct or indirect (such as on grounds of gender; marital status; religious or ethical beliefs; colour, race, ethnic or national origin; disability; age; political opinion; employment status; family status; sexual orientation).
- Comply with the Sport NZ National Policy for Gender Equity in Governance by having at least 40% self-identifying women on the CNZ Board.
- Create a culture of mutual respect, teamwork, and diversity of thought in the workplace.
- Comply with, and continually improve on, the CNZ recruitment and selection guidelines to ensure fair and unbiased hiring process.
- Monitor and report on gender and ethnic salaries and where any gaps are recognised, rectify them.
- Be committed to having female coaches ready, willing, and able and will do this through 'Core Knowledge', 'Te Hāpaitanga' and 'Women in High Performance Sport Residency Experience'.
- CNZ will deal with concerns promptly and decide whether an informal or formal approach is appropriate, considering the wishes of the complainant.
 - If the issue is not satisfactorily resolved or if the complainant wishes at any time, CNZ can assist the complainant to contact the Human Rights Commission (within 12 months of the incident) or the Ministry of Business Innovation and Employment (within 90 days of the incident).

POLICY



- If a formal approach is taken CNZ will keep written records and:
 - Assist the complainant to make a written complaint.
 - Inform the alleged perpetrator of the complaint.
 - Explain to both parties the process, timeframe for investigation, rights to support, requirement for confidentiality and non-victimisation, possible consequences.
 - Interview the complainant.
 - Interview the alleged perpetrator.
 - Interview any witnesses.
 - Collect factual evidence.
 - Consider the evidence and decide whether the allegations amount to discrimination or something else.
 - Make recommendations, including whether a disciplinary process will proceed, and communicate these to all parties in writing.
 - CNZ will implement the recommendations and monitor the situation ongoing.

Breaches

Any breach of this procedure, or any part of it, may result in disciplinary action under the individual's employment agreement, contract or other applicable CNZ regulations and policies.

Amendments

CNZ may, at its sole discretion, amend this policy to suit business needs at any time and will provide an update specifying any such amendments.

References

- Human Rights Act 1993
- Bill of Rights Act 1990
- Cycling New Zealand Code of Conduct
- Cycling New Zealand Disciplinary Policy
- Cycling New Zealand Discrimination, Bullying & Harassment Policy
- Cycling New Zealand Employee Disciplinary Policy
- Cycling New Zealand Recruitment and Selection Guidelines
- Cycling New Zealand Whistleblower Policy

Policy Owner:	CEO		
Policy Reviewed By:	People & Culture Manager		
Date Reviewed:	May 2023	Version Number	3
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Approved By:	Board Chairman		
Signature:			