



# **NEW ZEALAND OLYMPIC COMMITTEE HUMAN RIGHTS POLICY**

---

## **New Zealand Olympic Committee Vision and Purpose**

Our vision is to inspire excellence and pride in New Zealanders. Our purpose is to enable Athletes and teams to compete and excel on the world stage and to maximise the positive impact of the Olympic and Commonwealth Sports Movements in New Zealand. To help achieve this vision, the NZOC has defined what it values, namely Excellence, Integrity, Leadership, Pride and Respect.

## **Our Pledge**

The New Zealand Olympic Committee recognizes, and is committed to upholding, the equal rights of everyone affected by its activities, in particular in providing NZOC Personnel and its Games Athletes and Team Support with a safe, inclusive and accessible environment in which to work and/or compete and excel at Olympic and Commonwealth Games.

## **Scope of Policy**

This Policy applies to all NZOC Personnel. This Policy also reflects our expectations we have of our Member Federations and key stakeholders as their activities relate to the New Zealand Olympic Committee.

The New Zealand Olympic Committee encourages all of its Member Federations to adopt policies to foster Human Rights within their own sporting organisations to ensure every Athlete has the opportunity to participate and progress within their chosen sport.

## **Documents Supporting Human Rights**

In addition to the Bill of Rights Act 1990, the Human Rights Act 1993 and the Universal Declaration of Human Rights (1948), the New Zealand Olympic Committee acknowledges the following documents:

### ***Treaty of Waitangi***

The Treaty of Waitangi is as a founding document of New Zealand and is committed to the principles of the Treaty of Waitangi. We acknowledge the importance of a bi-cultural environment for all New Zealanders.

### ***Olympic Charter***

As a National Olympic Committee, the New Zealand Olympic Committee is committed to the Olympic Charter which is the codification of the fundamental principles of Olympism. Two of these fundamental principles are as follows:

#### **Principle Four**

*“The practice of sport is a human right. Every individual must have the possibility of practising sport, without discrimination of any kind and in the Olympic spirit which requires mutual understanding with a spirit of friendship, solidarity and fair play.”*



## Principle Six

*“The enjoyment of the rights and freedoms set forth in this Olympic Charter shall be secured without discrimination of any kind, such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status”.*

### **Commonwealth Games Federation Constitution**

As a Commonwealth Games Association, the New Zealand Olympic Committee is committed to the Commonwealth Games Federation Constitution (which includes the CGR Code of Conduct). The CGR Code of Conduct states:

*“The Federation, Affiliated CGAs and Executive Board Members shall not discriminate against any country or person on any grounds whatsoever including race, colour, gender, religion or politics and shall adhere to the Gleneagles Declaration.”*

The New Zealand Olympic Committee also acknowledges the Commonwealth Games Federation Human Rights Policy Statement in which the Commonwealth Games Federation commits to championing human rights through its programmes and activities that promote the protection and enjoyment of human rights.

### **New Zealand Olympic Committee Code of Ethics**

Under the New Zealand Olympic Committee Code of Ethics, all NZOC Personnel must ensure that in the performance of his/her duties, he/she will, at all times:

- Behave professionally, honestly and with integrity and in a way that enhances the good name, success and reputation of themselves, the New Zealand Olympic Committee, the Games and the CGF and the IOC;
- Treat everyone with respect, courtesy and without harassment. All NZOC Personnel will take all reasonable steps to eliminate any form of physical, verbal and emotional abuse, bullying and/or harassment of others; and
- Respect the image and reputation of the New Zealand Olympic Committee and display high standards of personal conduct, reflected in both the manner of appearance and behaviour.

### **IOC Athletes Rights and Responsibilities Declaration**

The New Zealand Olympic Committee supports the guiding principles of the IOC Athletes Rights and Responsibilities Declaration which sets out a common set of aspirational rights and responsibilities for athletes. The NZOC respects these rights and responsibilities and encourages both athletes and those involved in sport in New Zealand to be aware and strive for the rights, standards and principles set out in the declaration.

### **New Zealand Olympic Committee Human Rights Commitment**

Accordingly, for the NZOC, Inclusion means eliminating barriers of inappropriate practices and attitudes to ensure that everyone has the chance to participate and perform to their full potential and be treated fairly and with respect.



The New Zealand Olympic Committee will:

1. Honour and recognize the unique history and culture of Aotearoa;
2. Provide safe and decent conditions of work for NZOC Personnel;
3. Not tolerate any form of discrimination and enforce non-discriminatory policies and agreements. The New Zealand Olympic Committee oppose discrimination on the basis of ethnic origin, religion, political belief, gender, sexuality, marital status, family, age, disability or socio-economic background;
4. Advocate equal opportunities for all through sport.
5. Be committed to gender equality with a range of policies and programmes to support gender equity, in alignment to the themes and recommendations within the IOC Gender Equality Review Project (published by IOC in 2018);
6. Practice an ethical investment strategy;
7. Use our role as a member of the International Olympic Committee and CGF to promote human rights within the Olympic and Commonwealth Games movements;
8. Respect the eligibility provisions of International Federations, the International Olympic Committee or the Commonwealth Games Federation (as applicable) on the participation of Transgender Athletes wishing to compete in their declared gender, and Athletes with Disorders of Sexual Differentiation wishing to compete on a case by case basis, in Olympic and Commonwealth Games. In the event there are no applicable provisions, the NZOC will apply the principles of the IOC Consensus in selecting athletes for the Olympic or Commonwealth Games;
9. Recognise that some Athletes, for example children, are particularly vulnerable and will therefore, establish policies to protect the rights of particular affected groups;
10. Encourage and enable Athletes, Team Support and NZOC Personnel to raise any concerns about behaviour, to report any prohibited behaviour, or any breach, or potential, or suspected breach of NZOC documentation to the authorized persons under the relevant NZOC documentation, without fear of reprisal.

## **The New Zealand Olympic Committee Approach**

The New Zealand Olympic Committee commits to identifying potential and actual human rights issues within its activities and addressing such issues through adequate prevention and mitigation processes and procedures.

The New Zealand Olympic Committee will ensure its human rights policy and related documentation are reviewed on a continual basis to ensure they remain relevant and appropriate. The New Zealand Olympic Committee will also engage with its Member Federations and key stakeholders, including Athletes and Team Support to ensure its efforts in respect of human rights remain relevant and appropriate.



## Inconsistencies

Where New Zealand laws and regulation and recognized international human rights standards differ or are in conflict with each other, the New Zealand Olympic Committee will follow the higher standard without infringing on New Zealand law.

## Definitions

***Athlete*** means a person who competes in the sport of a NZOC member federation, is a registered member of that Member Federation and is under consideration for the nomination and/or selection for a New Zealand Olympic or Commonwealth Games Team.

***Disorders of Sexual Differentiation*** for the purpose of this Regulation is defined as congenital conditions associated with atypical development of chromosomal, gonadal, or anatomical sex.

***IOC Consensus*** means the IOC Consensus on Sex Reassignment and Hyperandrogenism (November 2015) or as amended from time to time by the IOC.

***NZOC Personnel*** means:

- a. All New Zealand Olympic Committee employees, including but not limited to employees engaged by the NZOC on a permanent full-time, permanent part-time, fixed term or casual basis;
- b. Any contractor, consultant, or provider to the NZOC who has entered into a contract for service agreement with the NZOC;
- c. NZOC Board Members;
- d. NZOC Commission and committee members; and
- e. NZOC Olympic Ambassadors.

***Olympic or Commonwealth Games*** means any Olympic Games (being summer, winter or youth) or Commonwealth Games (including Commonwealth Youth Games) for which Athletes are selected by the NZOC.

***Team Support*** means is a person who is seeking to be appointed to an Olympic or Commonwealth Games team to provide support services to Athletes, including, but not limited to, physiotherapists, doctors, psychologists, coaches, managers.

***Transgender*** in relation to this Policy means an individual whose gender identity is different from the sex designated to them at birth and whether or not they have undergone any form of medical intervention.