

## Non-Discrimination Policy

ANZSJA is committed to taking all reasonable steps to promote diversity and inclusiveness on the basis of race, religion, ethnic origin and affiliation, gender identity, sexual orientation, socio-economic status, political orientation, language spoken, age and disability. This policy pertains to the actions of both individual analysts and the organisation including the design and conduct of training programmes, events for the public at large and other sponsored activities. In pursuit of these objectives, ANZSJA will continue to address the issue of Non-Discrimination by examining its policies and encouraging its members to develop constructive strategies.

ANZSJA welcomes and acknowledges First Nation peoples and their Elders past, present and emerging as traditional custodians of their land. We acknowledge and respect their continuing cultures and the contributions they make to life. We are mindful of the central actual and symbolic significance of the 1840 New Zealand Treaty of Waitangi/ Te Tiriti o Waitangi, a treaty between the Crown and the Maori people, which uses the principles of partnership, participation and protection of cultural treasures.