



Human Rights in NZ Workplaces

Swipe to understand your obligations →



What Are Human Rights?

Protected by Law

Human Rights Act 1993 and NZ Bill of Rights Act 1990 safeguard individuals.

Against Discrimination

Prohibits unfair treatment on 13 grounds in public and private life.

For Everyone

Rights guaranteed to all New Zealanders in most aspects of life.

13 Prohibited Grounds

1

Sex

Including pregnancy and childbirth

2

Marital Status

Single, married, civil union, de facto

3

Religious Belief

Must accommodate practices reasonably

4

Ethical Belief

Lack of religious belief protected

5

Colour/Race

Ethnic, national origins, citizenship

6

Disability

Physical, psychiatric, intellectual impairments

More Protected Grounds

1

Age

Anyone over 16 years protected

2

Political Opinion

Including lack of political views

3

Employment Status

Unemployed or receiving benefits

4

Family Status

Care responsibilities and relationships

5

Sexual Orientation

Heterosexual, homosexual, lesbian, bisexual

Resolution Process

1

Human Rights Commission

Free dispute resolution, mediation, information services provided confidentially.

2

Settlement Attempts

Commission facilitates informal resolution between parties efficiently.

3

Review Tribunal

Civil proceedings if unresolved. Remedies include damages and declarations.



Employment Choices

Human Rights Act

- Pre-employment discrimination
- During employment issues
- Cannot challenge dismissal

Employment Relations Act

- Personal grievance process
- Challenge dismissals
- Must choose one route

Employees must choose between the two regimes—cannot pursue both.



Need Expert Guidance?

Professional Support

Contact HR Unlocked for assistance with human rights obligations.

Get help responding to claims and understanding your legal duties.

[Contact HR Unlocked](#)