

Unlawful Discrimination

What is unlawful discrimination?

It is unlawful to discriminate against a person based on any of the following grounds of discrimination ([Human Rights Act, 1993](#)) –

- Sex
- Marital status
- Ethical belief
- Religious belief
- Colour
- Race
- Ethnic or national origins
- Disability
- Age
- Political opinion
- Employment status
- Family status
- Sexual orientation

Discrimination can be direct or indirect. Discrimination is unlawful even if there is no intention to discriminate.

Which activities are specifically addressed by the laws against discrimination?

Discrimination is unlawful in areas, including:

- Recruitment
- Terms and conditions of employment
- Refusing or limiting access to opportunities for promotion, salary increases, leave or professional development
- Termination of employment
- Vocational services
- Provision of goods and services
- Education and employment

Ara has a particular commitment to ensuring a safe, inclusive, and equitable environment for underrepresented groups, which include Māori as tangata whenua, Pacific peoples, people with disabilities, people with refugee backgrounds, students from low socio-economic backgrounds, and LGBTQ+ peoples including people of diverse gender identities.