

FACT SHEET 7 Human Rights



Takapuna Grammar School
International Department

HUMAN RIGHTS

The Human Rights Commission
The Commission's primary functions are:

- To advocate and promote respect for, and an understanding and appreciation of, human rights in New Zealand society
- To encourage the maintenance and development of harmonious relations between individuals and among the diverse groups in New Zealand society.

The Commission also helps people to resolve disputes relating to unlawful discrimination, sexual harassment, racial harassment and the incitement of racial disharmony. If you believe you have been discriminated against, you can ask the Commission for assistance.

Unlawful Discrimination

Discrimination occurs when a person is treated differently from another person in the same or similar circumstances:
it can be direct or indirect
it is not always unlawful

Discrimination covers past, present and assumed circumstances. For example: It is unlawful to discriminate against someone because they have a mental illness, had a mental illness in the past, or are incorrectly assumed to have a mental illness.

Indirect discrimination occurs when an action or policy that appears to treat everyone in the same way, actually has a discriminatory effect on a person or group on one of the grounds in the Act – unless there is good reason for the action or policy. The same grounds apply to both direct and indirect discrimination.

Prohibited Grounds of Discrimination:

- age (from age 16 years)
- colour
- disability
- employment status (unemployed or a recipient of benefit /compensation)
- ethical belief (lack of religious belief)
- ethnic or national origins (includes nationality and citizenship)
- family status (having dependants, not having dependants, being in a marriage or a relationship in the nature of a marriage with a particular person or being a relative of a particular person)
- marital status (single, married, separated, a party to a marriage now dissolved, widowed, living in a relationship in the nature of marriage)

**For information or to make a complaint under the
Human Rights Act, contact**

**The Human Rights Commission
I n f o L i n e**

**phone 0800 4 Your Rights or 0800
496 877 (toll free)**

TTY access number 0800 150 111

fax 09 377 3593 (Attn: InfoLine)

email info@hrc.co.nz

Or for on-line information visit us at

www.hrc.co.nz