



# Gender Affirmation and Transition Policy

Kei tēnā, kei tēnā, kei tēnā ano. Tōnā ake āhua, tōnā ake mauri, tōnā ake mana.  
Each and every one has their own uniqueness, life essence and presence.

**The wellbeing of our people is among the Ministry's highest priorities. The Ministry is committed to establishing a workplace culture that is welcoming and inclusive to all, regardless of gender identity or expression. This will support our people to focus on delivering our strategy of:**

He taio tōnui mō ngā reanga katoa. A flourishing environment for every generation.

**The Ministry will demonstrate our commitment to building a culture of inclusion regardless of gender identity in the following ways:**

- Fostering a culture where we all own and demonstrate inclusive behaviours, acknowledging that an inclusive culture that welcomes all employees is an important enabler of safety and wellbeing
- Acknowledging that while employees of the Ministry will hold many different worldviews, we all have a shared responsibility for fostering a safe and inclusive culture
- Providing tools, support and [practical guidelines](#) for employees who are considering or undertaking gender affirmation or transition, and to help their people leaders and colleagues to support them appropriately
- Ensuring employees who are non-binary, are considering transition, or have transitioned are treated with respect and dignity, including the use of expressed titles, names and pronouns
- Neither tolerating nor condoning any unwelcome behaviour, bullying, harassment, or discrimination in any form against anyone on the grounds of gender identity or expression
- Where conduct is in breach of this Policy, The Ministry for the Environment will ensure the breach is resolved using the appropriate action, and that preventative measures are put in place to avoid reoccurrence of the breach
- Regularly reviewing the performance of our health, safety and wellbeing processes and work practices to ensure they meet legislative requirements and the Ministry's expectations