New Zealand Ju-Jitsu Federation (NZJJF)

Equal Opportunities and Antidiscrimination Policy

BACKGROUND	The NZJJF is committed to being safe, inclusive, and equitable and actively promote diversity and inclusion of all cultural and demographic backgrounds within our area of influence. The NZJJF aims to provide a sport environment where all those involved in its activities are treated with dignity and respect, and free from harassment, bullying or discrimination. The term "harassment" is a pattern of behavior towards another person or entity that may include derogatory comments, jokes, or threats. The term "bullying" covers any form of aggressive or threatening behavior. The term "discrimination" covers the degradation and prejudice against groups and people based on attributes, whether they be perceived or genuine. Such degradation and prejudice includes, but is not limited to, verbal and physical abuse, as well as a lack of equal rights in terms of access to social life and its institutions. Discrimination, harassment and bullying leads to inequality, affects health, wellbeing, sports performance and learning, and causes social exclusion.
PURPOSE	The purpose of this document is to make an unequivocal statement with regards to discrimination within Ju Jitsu in New Zealand under our organisation, in addition to the founding principles contained within its Code of Ethics. It is also intended to encourage NZJJF members, its clubs and associations to be proactive in this area.
POLICY	The NZJJF's equal opportunities and antidiscrimination policy extends to all aspects of it's Ju Jitsu practices, training and teaching programs, and selection and appointment processes under it's banner. The NZJJF hopes that its members, member Clubs, and coaches will derive some inspiration from this policy and treat everyone involved in Ju Jitsu fairly and equally, with respect for human dignity being of primary importance.
LEGAL ASPECTS	Section 19 of the New Zealand Bill of Rights Act 1990 (NZBORA) Human Rights Act 1993 New Zealand Crimes Act 1961 Harassment Act 1997
TREATY OF WAITANGI	The NZJJF acknowledges the Treaty of Waitangi as a founding document of New Zealand and is committed to the principles of the Treaty of Waitangi. We acknowledge the importance of a bi-cultural environment for all New Zealanders.

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CODE OF ETHICS	A condition of NZJJF membership is that the applicant agrees to abide by the NZJJF "Code of Ethics" on becoming a member. Discrimination, harassment and bullying is against the principles of Integrity and Fair Play within the NZJJF's Code of Ethics. **Reference** [1] https://nzjjf.org.nz/NZJJF/jujitsu/wp-content/uploads/2025/01/NZJJF_CoE_2012.pdf
ANTI-DISCRIMINATION AND HARASSMENT	Harassment, bullying or discrimination of any kind against a private person or group of people on account of race, skin colour, ethnic, national or social origin, gender, language, religion, political opinion or any other opinion, wealth, birth or any other status, sexual orientation or any other reason - whether this is face-to-face, indirectly or via communication technologies such as mobile phones and computers is prohibited and punishable by disciplinary sanctions, suspension or expulsion from the New Zealand Ju Jitsu Federation. Complaints of a criminal nature will always be referred to the Police. **References** [1] https://nzjjf.org.nz/NZJJF/jujitsu/wp-content/uploads/2025/01/NZJJF-Rules-and-Regs-2024Constitution.pdf
RESPONSIBILITY	All persons involved directly or indirectly with the sport of Ju Jitsu at all levels must effectively and conclusively combat all manifestations of discrimination, homophobia and racism within Ju Jitsu by denouncing and sanctioning all persons indulging in this act in any form.
AFFIRMATIVE ACTION	The NZJJF is further committed to taking strides to increase the numbers of historically underrepresented persons and increase diversity in its sport and its committee's, as cultural and intellectual diversity supports a thriving and resilient Ju Jitsu community.
LGBTQIA+	LGBTQIA+ (lesbian, gay, bisexual, transgender, questioning, intersex, asexual, or other sexuality and gender diverse identities) are over represented in discrimination, harrassment and bullying statistics. Everyone bound by this policy must treat people who identifies as LGBTQIA+ fairly and with dignity and respect. This includes acting with sensitivity and respect where a person is undergoing gender transition. The NZJJF will not tolerate any unlawful discrimination or harassment of a person who identifies as lesbian, gay, bisexual, transgender, questioning, intersex, asexual, or other sexuality and gender diverse identities.

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COMPETITION

The NZJJF recognises there is debate over whether a male to female transgender person obtains any physical advantage over other female participants. If issues of performances advantage arise, the NZJJF will seek advice on the application of those laws in the particular circumstances.

Section 49 of the Human Rights Act details when it is lawful to discriminate in sport based on a person's sex. This exception to sex discrimination in sport applies to players only, not to coaches, umpires, referees or administrators.

Subsection 49(1) of the Human Rights Act 1993 allows, but does not require, the exclusion of players of one sex from participating in some sporting events if:

- it is competitive sport and
- participants are over the age of 12 and
- it is an activity in which the strength, stamina, or physique of competitors is relevant.

This exception does not apply to non-competitive sport or recreation activities, or to competitive sport where a player's strength, stamina or physique does not give them a competitive advantage. In all these circumstances, it will always be unlawful to discriminate against trans and gender diverse people.

The overriding sporting objective is and remains the guarantee of fair competition. Restrictions on participation should only be appropriate to the extent that they are necessary and proportionate to the achievement of that objective.

The requirement to comply with the World Anti-Doping Code and the WADA International Standards still stands.

COMPLAINTS AND DISCIPLINARY ACTION

All complaints reported to the NZJJF and any disciplinary action will be actioned according to the procedures set out in the Rules and Regulation of the New Zealand Ju Jitsu Federation and in accordance with its Protected Disclosure Policy

References

[1] https://nzjjf.org.nz/NZJJF/jujitsu/wp-content/uploads/2025/01/NZJJF-Rules-and-Regs-2024Constitution.pdf

[2] https://nzjjf.org.nz/NZJJF/jujitsu/wp-content/uploads/2025/01/NZJJF-Protected-Disclosure-Policy-2019.pdf

OTHER RESOURCES

[1] http://insideout.org.nz/

[2] https://www.bullyingfree.nz/

[3] https://sportnz.org.nz/focus-areas/diversity-and-inclusion/

[4] https://worksafe.govt.nz/about-us/news-and-media/workplace-bullying-and-harassment/

[5] https://communitylaw.org.nz/community-law-manual/chapter-27-harassment-and-bullying/harassment-and-bullying/

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