





Massey University Policy Guide  
Media

### Relevant Legislation:

**The Human Rights Act 1993** prohibits Massey University and its employees from discriminating against any employee, job applicant or contractor on the grounds of sex, marital status, religious belief, colour, race, ethnic or national origin, disability, age, political opinion, employment status, family status or sexual orientation.

**New Zealand Bill of Rights Act 1990** prescribes that everyone has the right to freedom of thought, conscience, religion, and belief, including the right to adopt and to hold opinions without interference; and to freedom of expression, including the freedom to seek, receive, and impart information and opinions of any kind in any form.

**The Education Act 1989** requires Massey University to recognise and exercise academic freedom, which includes the rights to teach and assess students in the manner that academic staff consider best promotes learning, to undertake research, to question received wisdom and to put forward or state ideas even if they are unconventional or unpopular (Part 14, Section 161).

**The Harmful Digital Communications Act 2015** aims to deter, prevent and lessen harmful digital communications, including any form of electronic message, including texts, emails, photos and recordings. Harmful digital communications include cyber

