

QUESTIONS: Sexual harassment in the workplace

(1) Please tick the box that best describes your organisation.

- Government ministry / department
- Crown entity
- Crown-owned company / SOE
- District Health Board
- Local authority
- Regional council
- School
- Tertiary institution
- Other:

(2) How many people does your organisation employ? As at 30 June 2018, 170 permanent staff

Sexual harassment complaints / allegations

This section looks at the number of separate complaints of sexual harassment. There may have been more than one complaint relating to some individual persons.

(3) How many complaints or allegations of sexual harassment did your organisation receive in 2015 (Jan-Dec)? Nil

(4) How many complaints or allegations of sexual harassment did your organisation receive in 2016 (Jan-Dec)? Nil

(5) How many complaints or allegations of sexual harassment did your organisation receive in 2017 (Jan-Dec)? Nil

(6) How many complaints or allegations of sexual harassment has your organisation received in 2018 (Jan-April)? Nil

(7) Please tick the forums in which sexual harassment complaints or allegations have been made relating to your organisation (tick as many as applicable):

- Complaint made to your organisation as employer
- To your organisation as contracting organisation
- To your organisation as operator of a workplace
- Employment Relations Authority / Employment Court
- Human Rights Commission

- Human Rights Review Tribunal
- MBIE Employment Mediation Service
- NZ Police
- Civil litigation
- Overseas authorities
- None
- Other: Not Applicable

(8) If you have to withhold any information requested in this section of the questionnaire, please identify which statutory grounds to decline are relied upon, and why these grounds are applicable. Not Applicable

Complainants / alleged victims / survivors

This section looks at the people who have been subjected to sexual harassment, or are/were alleged to have been subjected to sexual harassment. Some individual persons may have have suffered, or allegedly suffered, more than one instance of harassment.

(9) How many people working for your organisation, or in workplaces under your organisation's control, have complained of being subjected to sexual harassment at work, since January 2015? None

(10) How many of those people are still working for you? Not Applicable

(11) How many people working for your organisation, or in workplaces under your organisation's control, have complained of being subjected to sexual harassment at work since 2015, according to gender? None

- Male
- Female
- Transgender man
- Transgender woman
- Other

(12) If you have to withhold any information requested in this section of the questionnaire, please identify which statutory grounds to decline are relied upon, and why these grounds are applicable. Not Applicable

Perpetrators / people subject of complaints

This section looks at the people who are/were alleged to have perpetrated sexual harassment. Some individual persons may have been the subject of two or more complaints.

(13) How many people working for your organisation, or in workplaces under your organisation's control, have been accused of sexual harassment at work since 2015? Nil

(14) How many of those people are still working for you? Not Applicable

(15) How many people who are or were working for you or in workplaces under your organisation's control, have been accused of sexual harassment at work since 2015, by gender? **Not Applicable**

- Male
- Female
- Transgender man
- Transgender woman
- Other

(16) Please advise the numbers of people who are or were working for your organisation, or in workplaces under your organisation's control, who have been the subject of two or more complaints of sexual harassment at work. **Not Applicable**

(17) If you have to withhold any information requested in this section of the questionnaire, please identify which statutory grounds to decline are relied upon, and why these grounds are applicable. **Not Applicable**

Outcomes of complaints or allegations

(18) Please advise the numbers of complaints since 2015 resolved in the following manners (tick as few or as many as necessary):

- Upheld by your organisation
- Rejected by your organisation
- Unresolved by your organisation
- Referred to police, who decided to take matters no further
- Referred to police, charges laid
- Referred to police, alleged offender guilty in court
- Referred to police, alleged offender acquitted
- Referred to police, unresolved
- Referred to Human Rights Commission, complaint upheld
- Referred to Human Rights Commission, complaint dismissed
- Escalated to Employment Relations Authority / Employment Court, resolved in the complainant's favour
- Escalated to Employment Relations Authority / Employment Court, resolved in the respondent's favour
- Referred to MBIE Employment Mediation Service, resolved in the complainant's favour
- Referred to MBIE Employment Mediation Service, resolved in the respondent's favour
- Other: **Not Applicable**

(19) Where applicable, please describe a specific sexual harassment complaint/allegation and how your organisation handled it well. Where applicable, please describe a specific sexual harassment complaint/allegation that your organisation acknowledges it handled less well. **Not Applicable**

(20) Does your organisation have a sexual harassment policy?

- Yes, we have a standalone sexual harassment policy.
- Yes, we have one explicitly incorporated into another policy.
- No
- Other:

(21) If you have to withhold any information requested in this section of the questionnaire, please identify which statutory grounds to decline are relied upon, and why these grounds are applicable. **Not Applicable**

(22) Is there any other comment your organisation wishes to add? **No**

Publication schedule