

5 June 2018

Jonathan Milne
 Editor
 Sunday Star-Times, Stuff Sundays
 By email: [REDACTED]

Dear Jonathan,

REQUEST UNDER THE OFFICIAL INFORMATION ACT 1982

Thank you for your request to the Guardians of New Zealand Superannuation ("the **Guardians**", the manager of the New Zealand Superannuation Fund ("the **Fund**") dated 10 May 2018, under the Official Information Act 1982 ("**OIA**").

Your Request

You have requested information from the Guardians on sexual harassment in the workplace.

Our Response

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

Crown entity

(2) How many people does your organisation employ?

130 people

Sexual harassment complaints/allegations

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

None

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

None

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

None

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

None

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

None

(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.

N/A

Complaints/alleged victims/survivors

(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?

N/A

(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?

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

N/A

(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.

N/A

Perpetrators/people subject of 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?

None

(14) How many of those people are still working for you?

N/A

(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?

N/A

(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.

N/A

(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.

N/A

Outcome 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:

N/A

(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.

N/A

(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:**

Sexual harassment is mentioned and incorporated in the context of broader harassment within the Guardians' Human Resources Policy.

(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.

N/A

(22) Is there any other comment your organisation wishes to add?

N/A

Please note that we may choose to publish our response to your request on our website at www.nzsuperfund.co.nz.

Yours sincerely



Catherine Etheredge
Head of Communications