

CORPORATE OFFICE

Level 1,
32 Oxford Terrace
Christchurch Central
CHRISTCHURCH 8011

Telephone: 0064 3 364 4160
Fax: 0064 3 364 4165
carolyn.gullery@cdhb.health.nz

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RE Official information request CDHB 9856 and WCDHB 9133

We refer to your email dated 10 May 2018 requesting the following information under section 12 of the Official Information Act (the 'Act') from Canterbury DHB and West Coast DHB.

Sexual harassment in the workplace

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

- District Health Board

2. How many people does your organisation employ?

The Canterbury DHB employs 10,303 staff and the West Coast DHB employs 989 staff.

Sexual harassment complaints / allegations

- 3. How many complaints or allegations of sexual harassment did your organisation receive in 2015 (Jan-Dec)?**
- 4. How many complaints or allegations of sexual harassment did your organisation receive in 2016 (Jan-Dec)?**
- 5. How many complaints or allegations of sexual harassment did your organisation receive in 2017 (Jan-Dec)?**
- 6. How many complaints or allegations of sexual harassment has your organisation received in 2018 (Jan-April)?**
- 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:

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.

Complainants / 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?**
- 10. How many of those people are still working for you?**
- 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?**
- 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.**

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?**
- 14. How many of those people are still working for you?**
- 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?**
- 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.**
- 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.**

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:

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.

20. Does your organisation have a sexual harassment 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.**
- 22. Is there any other comment your organisation wishes to add?**

We are declining to provide this information under section 18(f) of the Official Information Act. This information is not held in a central data base for either DHB and therefore cannot be made available without substantial collation or research.

The Canterbury DHB and West Coast DHBs are committed to being a good employer and providing a working environment which is free of unwelcome behaviour and abuse of power or position. Everyone has the right to work in an environment which is free from any form of harassment.

Any harassment complaint is taken seriously and handled with sensitivity and impartiality. Complainants are provided with support and information about the options available to assist them to make an informed decision about how to proceed.

If you disagree with our decision to withhold information you may, under section 28(3) of the Official Information Act, seek an investigation and review of our decision from the Ombudsman.

I trust that this satisfies your interest in this matter.

Please note that this response, or an edited version of this response, may be published on the Canterbury DHB website.

Yours sincerely



Carolyn Gullery
Executive Director
Planning, Funding & Decision Support