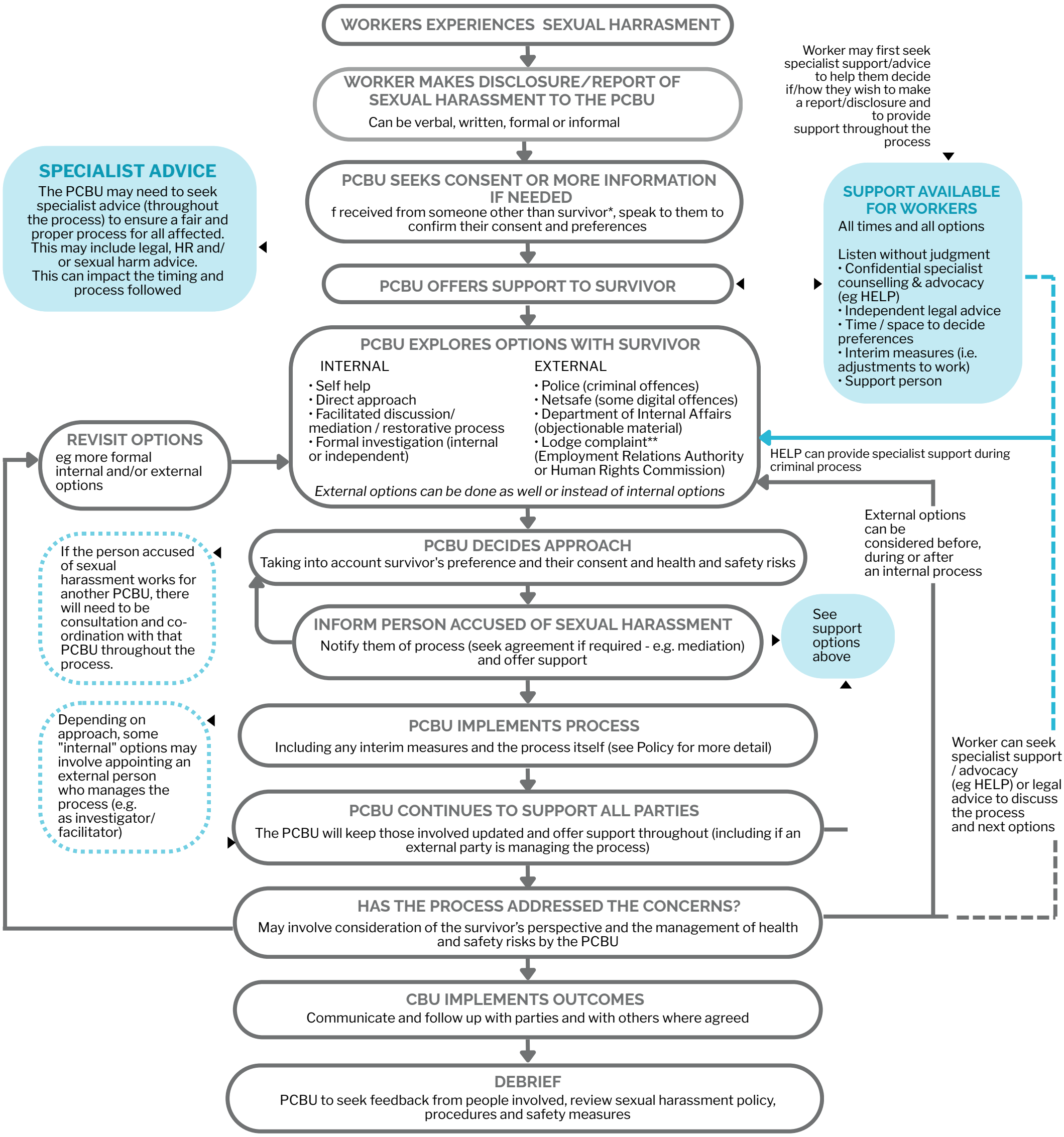
RESPONDING TO SEXUAL HARASSMENT

This flowchart provides an overview of the potential process that might be followed where sexual harassment has been reported or disclosed, incorporating both legal requirements and practical matters. However, this is general guidance only and there may need to be some variation depending on the specific circumstances.



EXAMPLE FOR WORKERS

If a co-worker grabs your bottom (non-consensual groping / indecent assault), in the first instance you may decide at first you want your relevant manager to speak to the co-worker informally (an informal direct approach). If they do this but you are not happy with the outcome and/or the process (which may be because of the co-worker's response or the process followed by the relevant manager), you may then decide you want to take a different approach, which include internal (eg, requesting a restorative process or a formal investigation) and/or external options (eg lodging a complaint of indecent assault with the Police and/or a sexual harassment complaint with the Employment Relations Authority or Human Rights Commission depending on whether you are an employee or a contractor**). You can also pursue the external options at the same time as any internal process, if you wish to do so.

*This flowchart uses the term "survivor" to refer to the person who has experienced sexual harassment in their work, and PCBU means a 'person conducting a business or undertaking' as defined in the Health & Safety at Work Act 2015. ** Employees can submit a sexual harassment complaint to the Employment Relations Authority or the Human Rights Commission (but not both). Contractors can submit a sexual harassment complaint to the Human Rights Commission. ***ScreenSafe would like to thank Soundcheck Aotearoa for creating this chart.***

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