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| Bullying and Harassment at Work - Submission Form |

**How to provide us with feedback**

The Ministry of Business, Innovation and Employment (MBIE) is collecting written submissions to gather a range of views on bullying and harassment at work in New Zealand.

This submission form brings together all the questions asked throughout the issues paper *Bullying and Harassment at Work – Issues Paper: A Summary*. Please feel free to answer as many or few of these questions as you wish.

For more information and discussion about these topics please refer to issues papers available at [www.mbie.govt.nz/bullying-and-harassment-at-work](http://www.mbie.govt.nz/bullying-and-harassment-at-work).

When completed, your submission can be returned by email to HSWRegs@mbie.govt.nz. Submissions are due by 5pm 31 March 2021.

**Use and release of information**

The information provided in submissions will be used to inform MBIE’s policy development process, and may inform advice to Ministers about potential changes to the health and safety at work and employment relations systems. We may contact submitters directly if we require clarification of any matters in submissions.

Information is not being requested and will not be used for any enforcement purposes. If you wish to seek resolution of a personal experience involving bullying or harassment you should contact Employment New Zealand on 0800 20 90 20.

Submissions are subject to requests for information under the Official Information Act 1982. If this happens, MBIE would normally release your submission (excluding personal details) to the person who asks for it. If you consider there are good reasons to withhold it, please clearly indicate these in your submission.

Any personal experiences provided will be treated in a confidential and sensitive manner. If you find this topic distressing, support is available from helplines such as Need to Talk? 1737, Lifeline 0500 543 354, Samaritans 0800 726 666 and Safe to Talk 0800 044 334 (for more information, see <https://www.mentalhealth.org.nz/get-help/in-crisis/helplines/>).

## Your details

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| **What is the name of the person completing this submission?** |
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| **If you are submitting on behalf of an organisation, what is the name of that organisation?** |
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| **Is it okay for your name and/or organisation details to be published if we publish your submission or a summary of submissions?** |
| [ ]  Yes, you can publish my name and organisation details with my submission.[ ]  No, keep my name confidential.[ ]  No, keep both my name and organisation details confidential. |
| **Please provide us with at least one method of contacting you, in case we need to discuss your submission further.** |
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| --- | --- |
| Email |  |
| Phone |  |
| Postal address |  |
| Alternative |  |

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| **What sector(s) does your submission most closely relate to, if applicable?** For example, the sector you may work, operate or be a representative in. |
| [ ]  Agriculture, forestry and fishing [ ]  Information media and telecommunications[ ]  Mining [ ]  Financial and insurance services[ ]  Manufacturing [ ]  Rental, hiring and real estate[ ]  Electricity, gas, water and waste services [ ]  Professional, scientific and technical services[ ]  Construction [ ]  Administrative and support services[ ]  Wholesale trade [ ]  Public administration and safety[ ]  Retail trade [ ]  Education and training[ ]  Accommodation and food services [ ]  Health care and social assistance[ ]  Transport [ ]  Arts and recreation services[ ]  Other (*please specify*)[ ]  N/A |

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| **Which of the following most closely describes your perspective as a submitter?** |
| [ ]  Central government [ ]  Local government[ ]  Non-governmental organisation (NGO) [ ]  Iwi, hapū or Māori organisation[ ]  Employer [ ]  Employer representative body[ ]  Worker representative body (eg union) [ ]  Law firm and/or legal expert[ ]  Academic [ ]  Media[ ]  Individual [ ]  Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (*please specify*) |
| **We want to ensure we are hearing views from a range of stakeholders. If you or your organisation identifies with an ethnicity, you can choose to indicate this below.**  |
| [ ]  Māori [ ]  New Zealand European[ ]  Samoan [ ]  Cook Island Māori[ ]  Tongan [ ]  Niuean[ ]  Chinese [ ]  Indian[ ]  Other (*please specify*) |

## Prevention

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| A | How can we increase our understanding of the drivers of bullying and harassment in New Zealand? |
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| B | How can people better understand what is appropriate and inappropriate behaviour at work, particularly in relation to sexual harassment? |
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| C | How can government help business, organisations and workers prevent and appropriately respond to sexual harassment at work?  |
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| D | How clear is the legislation when it comes to setting out responsibilities regarding bullying and harassment at work? |
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| E | What further support and guidance would help businesses to strengthen, and effectively implement, their processes for managing risks and engaging with staff about bullying and harassment at work? |
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| F | How do we increase the capacity of managers to identify, prevent and manage workplace bullying, harassment and sexual harassment? |
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## Response

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| G | How can workers be supported to raise concerns early? |
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| H | Are workers, particularly those in vulnerable populations, able to identify their options and the best approach for escalating a bullying and harassment issue? |
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| I | How can businesses and organisations be supported to take informal steps to respond to and resolve, an issue (where this is in the best interest of the parties involved)? |
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| J | What type of support would help businesses and organisations to conduct investigations that are impartial and have a conciliation or restorative approach? |
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| K | What should a low-level dispute resolution process for cases involving bullying or harassment look like? (For example, are there particular circumstances where it would be appropriate and beneficial for Employment Mediation Services to attempt to resolve the issue by phone?) |
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| L | Overall, how well does the existing employment relations pathway work for people who have experienced bullying and harassment, and in particular, sexual harassment? |
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| M | How well is the existing employment relations pathway working for Māori? |
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| N | How well is the existing employment relations pathway working for minority and vulnerable populations? |
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| O | What is the biggest issue with, or improvement opportunity for, responding to bullying and harassment issues under the employment relations system? |
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| P | How could the regulatory systems work more closely to prevent bullying and harassment at work at an individual or organisational level? |
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| Q | What role should WorkSafe have in engaging with, and encouraging change in, sectors or organisations where risks have been identified? |
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