Upholding the Mana of Pāremata Aotearoa,
New Zealand Parliament

**SHOW THAT BULLYING AND HARASSMENT, INCLUDING SEXUAL HARASSMENT, ARE UNACCEPTABLE**

**WHAT it means**
- Bullying is defined as unreasonable and repeated behaviour towards a person or group that can lead to physical or psychological harm.
- Harassment is a pattern of behaviour directed at someone which makes that person feel distressed or unsafe.
- Sexual harassment is any unwelcome or offensive sexual behaviour that is repeated, or is of such a significant nature that it has a harmful effect, or that contains an implied or overt promise of preferential treatment or an implied or overt threat of detrimental treatment.
- We will hold people to account for incidents of bullying or harassment.

**WHY it matters**
- Everyone has a right to feel safe, both physically and mentally, at work.
- Preventing bullying, harassment and sexual harassment, is a requirement by law that we as Parliament have enacted.

**SPEAK UP IF WE OBSERVE UNACCEPTABLE BEHAVIOUR**

**WHAT it means**
- We all have a responsibility to speak up if we observe unacceptable behaviour, especially if we are in a position to help others.
- Speaking up may be simply pointing out to a colleague where they may have made a minor transgression, or it may mean making a formal report about something more serious.
- We can expect any complaints we raise to be heard and investigated without reprisals against the complainant.

**WHY it matters**
- A healthy workplace culture is everyone’s responsibility. Providing support to one another by speaking up for them is one way of doing this.
- When issues are identified and addressed early, they are usually easier to fix than when addressed later.

**USE OUR POSITION OF POWER OR INFLUENCE TO HELP OTHERS, AND AVOID HARM**

**WHAT it means**
- Significant power imbalances are part of the parliamentary workplace; we need to ensure that power and other forms of influence or authority are used for good and not abused.
- If we are in a position to act for what is right then we should be exercising that ability.
- We must demonstrate empowering leadership, and treat others with dignity.

**WHY it matters**
- There is a significant risk that the power imbalances and authority structures inherent in Parliament could be exercised inappropriately.
- It is important that people feel empowered in their work, with some degree of autonomy and control, regardless of their position in the hierarchy.

**ACT RESPECTFULLY AND PROFESSIONALLY**

**WHAT it means**
- We show respect for all those we work with, recognising that every role contributes to Parliament’s overall purpose.
- We apply the skills and behaviour expected of us in our roles, and we do not expect people to undertake work that is demeaning.
- We are considerate about people’s personal boundaries and respect their right to a private life outside work.

**WHY it matters**
- Parliament should be a place where people want to come to work each day expecting to be treated with dignity and respect.

**BEHAVE FAIRLY AND GENUINELY, TREATING OTHERS THE WAY WE WOULD LIKE TO BE TREATED**

**WHAT it means**
- Being genuine in our actions, behaviour, and communication.
- Being trustworthy stewards of information and not unfairly withholding information from people who need it.
- We treat others fairly, and when we make a mistake we will do our best to put it right.

**WHY it matters**
- A workplace that treats people fairly engenders trust. With trust comes the ability to focus on the work we are called on to do at Parliament.

**ENCOURAGE DIVERSE PERSPECTIVES, AND THE FREE AND FRANK EXPRESSION OF VIEWS**

**WHAT it means**
- Free, constructive, and robust challenging of ideas is welcome in Parliament.
- We want to reflect New Zealand’s diverse perspectives in and around Parliament, which means providing opportunities for people with different ideas and perspectives to participate.

**WHY it matters**
- We are all working towards New Zealand’s best interests and it is our responsibility to ensure different voices are heard in all our work.

**FOSTER AN ENVIRONMENT WHERE PEOPLE FEEL SAFE AND VALUED**

**WHAT it means**
- We contribute to a positive work environment by being kind, and recognising the contributions of others.
- We are aware of the pressures people work under, and behave considerately.
- We recognise people’s strengths and aspirations and provide practical ways for those strengths to be applied and developed.

**WHY it matters**
- Working at Parliament can be high-pressured and stressful but it is not okay to take our stresses out on others.
- Everyone deserves to feel safe, healthy, and valued, and will be at their best when they feel that way.