



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.