

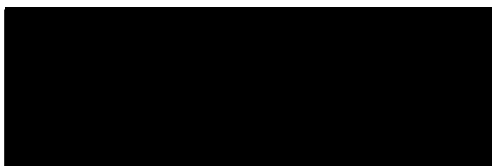


Waitematā
District Health Board
Best Care for Everyone

DHB Board Office

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13 February 2019



Dear [REDACTED]

Re: OIA request – Data about sexual harassment complaints received

Thank you for your Official Information Act request received 10 January 2020 seeking information about the number of sexual harassment allegations received for the past five years from Waitematā District Health Board (DHB).

Before responding to your specific questions, it may be useful to provide some context about our services.

Waitematā DHB serves a population of more than 630,000 across the North Shore, Waitakere and Rodney areas, the largest and one of the most rapidly growing DHBs in the country. We are the largest employer in the district, employing around 7,500 people across more than 80 different locations.

In addition to providing services to our own population, we are also the metropolitan Auckland provider of forensic psychiatry, child disability services, child community dental services and community alcohol and drug services.

Waitematā DHB is committed to providing a working environment free of behaviours associated with bullying and harassment.

While the rate of allegations of harassment is extremely low given the size of our workforce, Waitematā DHB takes any such complaints seriously. The expectation is that all parties will treat the allegation sensitively and confidentially. We have robust policies and investigative processes in place which include a range of options and support resources.

You requested the following:

Can you please provide the below information, ideally in table format, for each of the past five years (2015-2019):

- **The number of sexual harassment allegations received.**
- **The number of sexual harassment allegations which were laid as formal complaints.**
- **The number of internal investigations into sexual harassment allegations.**

- The number of external investigations into sexual harassment allegations (in some cases, a single allegation will have both internal and external investigation – it might be helpful to note somewhere if this was the case to avoid double counting).
- The number of sexual harassment allegations which were upheld/substantiated/proved/found likely to be true.
- The number of mediated settlements resulting from sexual harassment allegations.
- The number of other types of settlements or resolutions resulting from sexual harassment allegations.
- The amount of financial compensation included in those settlements.
- Whether those settlements included a confidentiality agreement or non-disclosure agreement (note: the standard MBIE mediation under section 149 of the Employment Relations Act includes a confidentiality clause, please state if the settlement was the MBIE settlement).

In response to your request, we can provide the following information:

	2015	2016	2017	2018	2019
The number of sexual harassment allegations received.	1	0	1	1	4
The number of sexual harassment allegations which were laid as formal complaints.	1	0	1	1	4
The number of internal investigations into sexual harassment allegations.	1	0	1	1	3
The number of external investigations into sexual harassment allegations (in some cases, a single allegation will have both internal and external investigation – it might be helpful to note somewhere if this was the case to avoid double counting).	0	0	0	0	1
The number of sexual harassment allegations which were upheld/substantiated/proved/found likely to be true.	1	0	1	1	2
The number of mediated settlements resulting from sexual harassment allegations.	0	0	0	0	1
The number of other types of settlements or resolutions resulting from sexual harassment allegations.	0	0	0	0	0
The amount of financial compensation included in those settlements.	0	0	0	0	0
Whether those settlements included a confidentiality agreement or non-disclosure agreement (note: the standard MBIE mediation under section 149 of the Employment Relations Act includes a confidentiality clause, please state if the settlement was the MBIE settlement).	0	0	0	0	1*

*This was MBIE ensorsed.

I trust that this information is helpful.

Waitematā DHB supports the open disclosure of information to assist community understanding of how we are delivering publicly funded healthcare. This includes the proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been released.

If you consider there are good reasons why this response should not be made publicly available, we will be happy to consider your views.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Fiona McCarthy', written in a cursive style.

Fiona McCarthy
Director Human Resources
Waitematā District Health Board