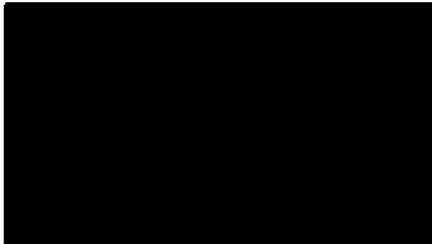


4 FEB 2020



We refer to your email of 10 January 2020 wherein you have sought data about sexual harassment complaints received by Kāinga Ora – Homes and Communities, and the outcome of those complaints. You have sought this information pursuant to the Official Information Act 1982 (the Act):

- *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)*

I have considered your request under the Act and can advise that the information you requested is provided in the attached table.

As an organisation of more than 1,500 staff, Kāinga Ora takes the wellbeing of its staff very seriously and we strive for the best possible wellbeing outcomes by providing the necessary support to team members who report sexual harassment. Kāinga Ora appropriately investigates all formal complaints of sexual harassment made by our staff.

Incidents of sexual harassment within Kāinga Ora by calendar year

	2015	2016	2017	2018	2019
Allegations received	0	0	1	2	1
Formal complaints received	0	0	1	2	1
Internal investigations	0	0	1	2	1
External investigations	0	0	0	0	0
Upheld	0	0	1	2	0
Mediated settlements	0	0	0	0	0
Other types of settlement/resolutions	0	0	1	1	2
Compensation paid	\$0	\$0	\$0	\$0	\$0
Confidentiality/non-disclosure	0	0	0	2	1

I trust that this information is of use to you.

Yours sincerely



Andrew Clapham
Acting Manager Government Relations