

Pink Shirt Day on Friday - read our Workplace Free from Unwelcome or...

Ahead of Pink Shirt Day on Friday, now is a good time to familiarise yourself with our Workplace Free from Unwelcome or Inappropriate Behaviour policy.

The policy outlines our LINZ commitment to freeing our workplaces from unwelcome or inappropriate behaviour. Our approach is based on encouraging early intervention. This means matters are dealt with early before they escalate or become a sustained pattern of behaviour that requires more formal action to resolve.

[Workplace Free from Unwelcome and Inappropriate Behaviour policy \(pdf, 4mb\) ↗](#)

What is unwelcome and inappropriate behaviour?

Unwelcome and inappropriate behaviour is an umbrella term for:

- harassment (of any kind)
- discrimination (of any kind)
- bullying (behaviour that meets the definition of bullying)
- violence of any kind
- any other form of unwelcome or inappropriate behaviour.

People may have differing views on what is or is not unwelcome or inappropriate; and that's ok. The aim is to create an inclusive culture, where we are aware of and sensitive to our individual differences.

Where can I get support?

Where and how you seek support may depend on both the behaviour and who you feel comfortable talking to. Options include:

- speaking to your leader in the first instance
- seeking advice and/or assistance from your [HR Business Partner \(/sites/about-us/SitePages/Human-Resources.aspx\)](/sites/about-us/SitePages/Human-Resources.aspx).
- getting support through our [Employee Assistance Programme \(/sites/wellbeing-safety-risk/SitePages/Access-confidential-counselling-and-professional-advice-\(EAP\).aspx\)](/sites/wellbeing-safety-risk/SitePages/Access-confidential-counselling-and-professional-advice-(EAP).aspx).
- if you are a member of the PSA, seeking advice and/or assistance from your PSA Delegate or PSA Organiser
- seeking advice and/or assistance from our independent third party - [Lesley Ashworth-Lawson \(/sites/wellbeing-safety-risk/SitePages/Speak-up-about-inappropriate-behaviour.aspx?web=1\)](/sites/wellbeing-safety-risk/SitePages/Speak-up-about-inappropriate-behaviour.aspx?web=1). Join the MS Teams talk on Friday to find out more about Lesley and her role.

YouTube videos about bullying

If you would like to, you can find out more about others experiences of bullying in the workplace (outside of LINZ) in these YouTube videos:

- [How to know it's bullying Dr Gary Namie \(https://www.youtube.com/watch?v=dJKKFiQ7fNU\)](https://www.youtube.com/watch?v=dJKKFiQ7fNU) - short NZ Herald interview (under 3 minutes)
- [Gender diversity, and discrimination in the workplace by Lily Zheng \(https://www.youtube.com/watch?v=PhHpe1K8YRA\)](https://www.youtube.com/watch?v=PhHpe1K8YRA) - 10 minute video discussing experiences of transgender people in workplaces, with tips for organisations

Please note the following podcast contains swearing and sexual references. It is just over an hour long so, if you would like to watch, we recommend starting at 38

- Maōri and Homosexuality - Pere Wihongi
(<https://www.youtube.com/watch?v=U26DmM7ARyQ>) - touches on Pere's experience being bullied as a young Māori man coming to terms with his sexuality

For more information see our [Workplace Free from Unwelcome and Inappropriate Behaviour policy \(pdf, 4mb\)](#).

Also see the [Pink Shirt Day website](#) ↗

Pink Shirt Day is about raising awareness of everyone's power to prevent bullying and celebrate diversity.

In Aotearoa, Pink Shirt Day works to create schools, workplaces, communities and whānau where everyone feels safe, valued and respected. At LINZ this is something we value as part of being Stronger Together/Whakapipiri: we care about each other; manaaki influences the way we work; we respect and value diversity.

- <https://linzsrm.sharepoint.com/sites/LINZ-news/SitePages/news-Pink-Shirt-Day-on-Friday---read-our-Workplace-Free-from-Unwelcome-or-Inappr...> 3/5

What's on at LINZ?

On Friday we will join together to Kōrero Mai, Kōrero Atu, Mauri Tū, Mauri Ora - Speak Up, Stand Together, Stop Bullying.

Get your pink shirt ready to wear to show your support.





Events on Friday to support Pink Shirt Day

All offices	<p>Talk (on Teams) with our independent mediator and facilitator Le invitation has been sent to you. Read more about Lesley_ (/sites/vup-about-inappropriate-behaviour.aspx).</p> <p>Spread some kindness to your colleagues:</p> <ul style="list-style-type: none"> try the shout out feature on the homepage of our new ii out (/sites/whats-new/Lists/Shout%20out/NewForm.asp) send a values e-card - choose and fill in a values e-card colleague-an-ecard.aspx?web=1 or just let them know in person! <p>Ensure you are familiar with our Workplace Free from Unwelcom (.pdf, 4mb) ↗</p>
Hamilton	<p>Grocery hamper raffle on Friday (donate items up until Wednesd to the Mental Health Foundation of New Zealand</p> <p>Shared morning tea at 10am on Friday in the café</p>
Christchurch	<p>Social club bring a plate morning tea</p> <p>Prize for the best dressed in pink!</p>
Wellington	<p>Treasury games - participants will be wearing a pink arm band to</p> <p>After-match/prizegiving function as part of Pink Shirt Day theme</p>

Make sure to [send us](#)  photos from your office on Friday!