Employment Relations

Extended Time for Person Grievance for Sexual Harassment Amendment Bill, 2022

New Zealand Council Of Christian Social Services

Contact Name:	Nikki Hurst Rachel Mackay
Organisation Name:	New Zealand Council of Christian Social Services (NZCCSS)
Organisation description:	The New Zealand Council of Christian Social Services (NZCCSS) welcomes the opportunity to provide feedback on this amendment to the Employment Relations Act (2000). NZCCSS has six foundation members; the Anglican Care Network, Baptist Churches of New Zealand, Catholic Social Services, Presbyterian Support and the Methodist and Salvation Army Churches. Through this membership, NZCCSS represents over 250 organisations providing a range of social support services across Aotearoa. We believe in working to achieve a just and compassionate society for all, through our commitment to our faith and Te Tiriti o Waitangi. Further details on NZCCSS can be found on our website www.nzccss.org.nz.

Tirohanga Whānui | Overview

We unreservedly support the kaupapa to update this aspect of the Employment Relations Act.

We cannot foresee any negative implications to the individuals who have been the subject of workplace sexual harassment by extending the time period in which they can raise a personal grievance. Those who have been the subject of sexual harassment must be at the centre of such changes, and this will provide them with the time to seek support for their experience before engaging with the process of raising a personal grievance.

Furthermore, we cannot foresee any negative implications to workplaces and employers who have strong workplace sexual harassment policies and treat such incidents with the appropriate severity. Responsible and responsive employers have nothing to fear by allowing those who have been subjected to sexual harassment a more appropriate period in which to bring these matters to light.

We overwhelmingly support these changes and applaud the compassion and reasoning that has led to their proposal.