

Sexual Violence Policy

Approved Date	October 2020
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1. Purpose

- 1.1. The New Zealand Union of Students' Associations (NZUSA) is committed to fighting and eradicating sexual violence. Sexual violence is a violation of a person's mental and physical well-being.
- 1.2. This policy outlines the processes for dealing with any sexual violence in the workplace and NZUSA events, including work and social functions held outside of working hours, that arise from a workplace relationship or where persons represent NZUSA.
- 1.3. This policy applies to all NZUSA personnel, including elected representatives, staff, contractors, and volunteers
- 1.4. All NZUSA elected representatives should be trained in the application of this policy, and in supporting those who disclose or are subjected to sexual violence and/or harassment.
- 1.5. All actions that are taken in regard to sexual violence within NZUSA must be victim-centric and survivor-led, prioritising the voice and needs of those harmed.

2. Definition

- 2.1. Sexual violence is any unwanted sexual behaviour, comments, or harassment (including threats) perpetrated by another person regardless of their relationship, power, or intent. Sexual violence can be coercive and occur in any setting.
- 2.2. Sexual violence includes sexual harassment, which, as defined in the Employment Relations Act 2000, includes:
 - 2.2.1. Non-consensual sexual advances or propositions;
 - 2.2.2. Requests for sexual favours; or
 - 2.2.3. Verbal, physical or digital conduct of a sexual nature which creates a hostile environment for people.
- 2.3. Sexual violence is unacceptable, and victims, survivors, or anyone who experiences sexual violence are not to blame.

3. Events

- 3.1. NZUSA is committed to running events that are free from sexual violence and sexual harassment. All attendees of NZUSA events are expected to abide by the expectations outlined in NZUSA's internal policies.
- 3.2. All NZUSA events will have a designated Health and Safety Officer. This person will be appropriately trained and announced to attendees, and be the first point of contact for sexual violence and harassment concerns.
- 3.3. All members of the National Executive should be aware of the processes of this policy so that they can assist attendees of NZUSA events who have concerns about or who may have engaged in sexual violence and/or harassment.

4. Advice, Information and Support

- 4.1. If you feel unsafe at any time, contact the police (111) or a support service.
- 4.2. If you are concerned that you are being bullied and/or harassed, and wish to disclose this to someone, you should:
 - 4.2.1. Approach the Health and Safety Officer (if event related);
 - 4.2.2. Approach the National President;
 - 4.2.3. Approach the National Vice President if you do not feel comfortable approaching the National President; or
 - 4.2.4. Approach the Chair of FRAC if you do not feel comfortable approaching the National Vice President.
- 4.3. At all times, you have the right to seek external support, request a support person or seek help from your union representative, Worksafe, support agencies and/or emergency services.

5. Complaints and Disclosures

- 5.1. All NZUSA Elected Representatives shall be familiar with the Thursdays in Black Disclosure Guide and the Sexual Violence Policy, and if someone wishes to make a complaint or disclosure, encourage them to follow this policy and seek further or external support if they wish.
- 5.2. All complaints and disclosure processes will be followed in alignment with relevant individual or collective employment agreements, the Complaints and Disclosures Policy, other internal policies and with New Zealand law.