

## HARASSMENT - GENERAL INFORMATION

EIT is opposed to any form of unacceptable behaviour. As an institution we accept responsibility for providing and maintaining a work and learning environment free from harassment, discrimination and objectionable behaviour.

### HARASSMENT CONTACT NETWORK

EIT has a network of [Harassment Contact People](#) whose role is to offer support and help you to explore your options when dealing with a case of harassment.

#### ANY HARASSMENT CONTACT PERSON IS ABLE TO:

- Listen to your complaint or concern and be supportive.
- Explain what unacceptable behaviour is and assist you to identify the type/s of complaint (eg, racial harassment).
- Provide information and options for dealing with unacceptable behaviour.
- Discuss your options and resolution procedures which are available to you.
- Support you when meeting with, or writing to the other party.
- Provide information on the EIT Unacceptable Behaviour Policy.
- Explain the support services available to you.
- If necessary, provide support after the complaints process is finished.

Discussions with a Contact Person are confidential and will not be divulged to a third person without your agreement.

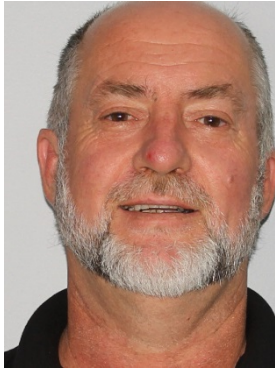
## WHO ARE THE HARASSMENT CONTACT NETWORK?

*The following people belong to the Harassment Contact Network. Please feel free to contact one of them if necessary.*



***Gay Robertson.***

I am a senior lecturer in Information Technology in the School of Computing. I believe that a safe study or work environment is very important and that harassment is unacceptable in any form. So if you feel that you are being bullied or harassed, or treated in an unacceptable manner, feel free to come and talk confidentially about your problems with me. The best way to contact me is by email [gayr@eit.ac.nz](mailto:gayr@eit.ac.nz) or you can book an appointment at Reception in the C Block.



***Harley Benton***

Kia ora.

I am Harley Benton and I work at EIT in the Trades section as an Electrical Tutor. I have been teaching here since 2010 and during this time have helped students experiencing different problems. I am also an Officer with the New Zealand Cadet Forces at the City of Napier Cadet Corp Unit where I deal with 13 – 19 year olds with life skill issues.

If you feel you are being harassed or bullied (this may include all forms of cyber bullying – txt, email, Facebook etc) and it is affecting your time here at EIT, please feel free to contact me and together we will try to resolve the issues so that you enjoy your time here.

You can contact me (email [hbenton@eit.ac.nz](mailto:hbenton@eit.ac.nz) or phone 9748000 ext 5841) for a confidential chat. Or call in at the Trades reception and ask to speak to me – Lynne or Claire will find me.



***Lesley Blair***

Greetings my name is Les Blair and I am a lecturer within the School of Health and Sport Science. Harassment is an important issue which we need to be aware of. My role will be to provide you with appropriate advice and support, in a confidential manner.

I can be contacted either by email, [lblair@eit.ac.nz](mailto:lblair@eit.ac.nz) or by phone, extension 5408.



***Margaret Young***

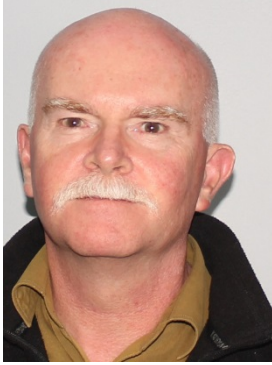
Kia ora! My name is Margaret Young and I am the Pouwhirinaki here at EIT Hawke's Bay. My role is to provide on-campus support for Māori and Pacific students.

This includes academic support as well as pastoral care.

The Pouwhirinaki office based at the back of the library provides a confidential setting where students are able to come and talk freely.

I invite any person that has any worries to come and see me in a safe place where they can share their concerns in absolute confidence.

I can be contacted on extension 5465 or in room L140, or you can email me at [mfyoung@eit.ac.nz](mailto:mfyong@eit.ac.nz)



***Craig McDonald***

My name is Craig McDonald and I am the Timetable Coordinator for EIT. In my role I work with all areas of EIT, staff and students, academic and administration. This has allowed me to get to know people right across the institution and see the issues that affect us all. I know the need for support and for being able to have someone to talk to about problems you have. I can be contacted on ext 6011, email [cmcdonald@eit.ac.nz](mailto:cmcdonald@eit.ac.nz) or at my office G167.



***Hazel Tidman, Tairāwhiti Campus***

I currently teach on the National Certificate in Health Disability and Aged Support. I know that as either a staff member or student you need to feel comfortable and safe while at EIT. If you have concerns about any behaviour that is intimidating or unwelcome you can talk to me or one of the other contact people confidentially. The best way to contact me is by email [htidman@eit.ac.nz](mailto:htidman@eit.ac.nz) or try my ext. 7722.



***Phillipa Huberts, Tairāwhiti Campus***

Hello, I am a programme secretary with the School of Primary Industries and based at the Rural Studies Unit in Stout St, Tairāwhiti Campus. I believe it is important that all people feel safe in their work or study environment. There can be a variety of things that could be unsettling in the work/study place and it's good to be able to talk with others in confidence about any issue you may face. I can be contacted at [phuberts@eit.ac.nz](mailto:phuberts@eit.ac.nz) or my extn number is 7600.



***John Hill, Tairāwhiti Campus.***

I am currently the Learning Facilitator for the Carpentry department, which encompasses Level 2, 3 and Trades Academy courses. Undertaking further studies at a Tertiary level can place strains on any individual. If you are being further burdened due to a conflict, you are putting your potential to succeed at risk. I see my role as someone that can listen to what is going on for you and work with you, to resolve any issues in a confidential manner. I can be contacted by email at [JHill@eit.ac.nz](mailto:JHill@eit.ac.nz) or call in to see me in the Carpentry department.



***Phil Last, Auckland Campus***

I'm Phil Last and I am the Campus Manager on EIT's Auckland campus. We should all feel comfortable and safe in our working environments. If you are feeling uncomfortable or unsafe at work because of how you are being treated, you can contact me for a confidential chat. I am contactable on (09) 300 7410 ext. 19, or by email [plast@eit.ac.nz](mailto:plast@eit.ac.nz).



***Katherine Findlay, Auckland Campus***

I am the International Pastoral Care and Accommodation Administrator on EIT's Auckland campus, working as a support person and I am always available for a confidential chat. The majority of my downtime is taken up by experimenting in the kitchen or on the yoga mat. Feel free to come talk to me about any issues you may have, it is important to feel comfortable while at EIT whether you are a staff member or student. You can contact me by email [kfindlay@eit.ac.nz](mailto:kfindlay@eit.ac.nz), by phone 09 979 9408 or pop by my office.