

29 May 2019

R Patching
fyi-request-10287-cb603d85@requests.fyi.org.nz

Tēnā koe R Patching

Your Official Information Act request, reference: 0054248

Thank you for your email of 10 May 2019 asking for the following information under the Official Information Act 1982 (the Act):

- *A copy of all announcements about a rainbow network and pride made on ACC's intranet, and all comments made by staff on those posts*

Our response

In February 2019, ACC launched Pride@ACC – Te Whānau Uenuku ki ACC, a network which aims to ensure that LGBTQIA+ staff are safe, visible and valued by ACC. Three announcements were made on ACC's intranet on 18, 21 and 27 February 2019 sharing news and photographs of the launch events which took place at ACC branches across the country.

The response to the launch was overwhelmingly positive with many staff members posting comments celebrating and supporting the network. However, there was one negative comment, made on religious grounds from someone who did not see the event as something to celebrate. Many comments came in response to this, making a point of disagreeing and supporting diversity.

The comment was reported, and careful consideration was given to whether it should be taken down. Discussions were held with the Talent (HR) team; members of the Pride@ACC network and our social media experts. It was decided that the comment should be left up because:

- Social media was doing its job with many responses challenging the negativity and supporting the network, and
- It was important to have a genuine conversation on the issue. Diversity can be a challenging subject for some, and negative reactions are often based on ignorance. By talking things through we can challenge ignorance and open people's eyes to different perspectives. Shutting the conversation down ran the risk of reinforcing negative feelings and allowing them to fester.

ACC has discussed the matter with the individual concerned and reminded them that such comments are not in line with ACC's values and beliefs.

A copy of the announcements, including all comments made by staff on the posts is attached at Appendix A. Some information has been withheld under section 9(2)(a) of the Act to protect the privacy of natural persons.

If you have any questions, you can email me at GovernmentServices@acc.co.nz.

If you are not happy with this response, you have the right to make a complaint to the Ombudsman. Information about how to do this is available at www.ombudsman.parliament.nz or by phoning 0800 802 602.

Nāku iti noa, nā



Emma Coats
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Government Engagement & Support