

23 February 2023

By email to [REDACTED] Redacted under s 9(2)(a) OIA to protect privacy of natural persons

Attention: [REDACTED]
Redacted under s 9(2)(a) OIA to protect privacy of natural persons

Request for information or documents supporting a gender diverse workforce (CON0011226)


1. We refer to your request submitted through the Serious Fraud Office (SFO) website on 1 February 2023 for the following information:

“Any document and/or information supporting your gender non-binary, transgender, and gender fluid workforce. For example, anything related to pronouns, gender transition policy or guidelines, specific action plans or strategies, survey results, workforce data, gender-neutral bathrooms policies or information, and leave provisions for gender reassignment/affirmation.

If you do not have any of these, do you intend to produce this information during 2023? And if not, what is the rationale for not having it?”

2. We have considered your request under the Official Information Act 1982 (OIA). The SFO holds the following information/documents that meets your request:

a. Employee set-up form, which enables staff to include their gender pronoun in their email signature. The relevant information is set out below:



SERIOUS FRAUD OFFICE
Te Tari Hara Tāware

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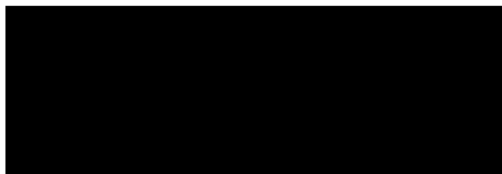
Payroll Information Sheet

Name					
Preferred Name	Click or tap here to enter text.				
Title (Mr/Mrs/Miss/Ms/Dr etc)	Click or tap here to enter text.				
Gender (please specify)	Gender diverse	Female	Male	Prefer not to say	
Do you wish to have gender pronoun in your email signature? If yes, please specify	Yes		No		
	He/Him	She/Her	They/Them	Other (please specify)	Click or tap here to enter text.

3. We note, as an agency with a relatively small workforce, the SFO will support gender non-binary, transgender and gender fluid employees as appropriate on an individual basis. In addition, we provide gender-neutral bathrooms at our offices. The SFO is committed to inclusive workplace practices and in particular to providing a safe and respectful work environment for a diverse workforce.

4. Please note that it is our policy to proactively release our responses to official information requests where there is a broader public interest. Our response to your request may be published at sfo.govt.nz, with any personal information removed.

Yours sincerely



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Kylie Cooper
Acting General Counsel

Released under the Official Information Act 1982