

Kia ora requester,

I refer to your requests of 18 April, 24 April, 26 April, 2 May, 5 May, 11 May and 27 June. This letter is further to my email of 8 June 2026 consulting with you about these requests. That email:

- Advised you that you had requested a very large amount of information from the University and that it could not be provided without the expenditure of excessive staff time.
- Asked you to consider narrowing your requests and advise the University whether you were willing to do so.
- Asked you to advise whether your requests had a priority order between them or within individual requests.
- Asked you to reply by 10 June 2026.

You did not respond to my email of 8 June 2026 by 10 June 2026 as requested, and we have not received a response as at today's date. Due to your failure to engage in consultation with the University about your requests, we anticipate needing to refuse to provide some of the information requested across your open requests on the basis that it cannot be provided without substantial collation and research. This letter communicates the University's decision on eleven of your requests and indicates which requests are still being processed by our staff. The table below sets out each of your requests and their current status.

Official Information Act requests from "CL Rainwater"				
Number	UoA reference	Topic	Request Date	Response Status
1	2026-OIA-0045-Rainwater	Staff promotion/appointment information, 2022-2026	27/03/2026	UoA decision made and communicated on 21/04/2026
2	2026-OIA-0066-Rainwater	VSPs for senior management	18/04/2026	UoA still processing request
3	2026-OIA-0067-Rainwater	Performance-based salary review	18/04/2026	UoA still processing request
4	2026-OIA-0068-Rainwater	Expenditure on external consultants, 2022-2026	18/04/2026	UoA still processing request
5	2026-OIA-0069-Rainwater	Procurement contracts, 2021-2025	18/04/2026	UoA still processing request
6	2026-OIA-0076-Rainwater	Sexual harassment, student against student, 2021-2025	24/04/2026	UoA decision made and communicated in this letter, on 24 July 2026
7	2026-OIA-0077-Rainwater	Sexual harassment, staff against student	24/04/2026	UoA decision made and communicated in this letter, on 24 July 2026
8	2026-OIA-0078-Rainwater	Sexual harassment (informal), student against student, 2021-2025	24/04/2026	UoA decision made and communicated in this letter, on 24 July 2026

9	2026-OIA-0079-Rainwater	Sexual harassment (informal) staff against student, 2021-2025	24/04/2026	UoA decision made and communicated in this letter, on 24 July 2026
10	2026-OIA-0080-Rainwater	Sexual harassment, student against staff, 2021-2025	24/04/2026	UoA decision made and communicated in this letter, on 24 July 2026
11	2026-OIA-0081-Rainwater	Sexual harassment, staff against staff, 2021-2025	24/04/2026	UoA still processing request
12	2026-OIA-0082-Rainwater	2025 Staff Engagement Survey, responses to free-text harassment questions	26/04/2026	UoA still processing request
13	2026-OIA-0083-Rainwater	Sexual harassment (informal), staff against staff, 2021-2025	26/04/2026	UoA still processing request
14	2026-OIA-0084-Rainwater	Sexual harassment (informal), student against staff, 2021-2025	26/04/2026	UoA decision made and communicated in this letter, on 24 July 2026
15	2026-OIA-0095-Rainwater	Report for 2024 Gender Pay Gap	2/05/2026	UoA still processing request
16	2026-OIA-0096-Rainwater	Bullying and harassment policy questions: Notification of Police	2/05/2026	UoA decision made and communicated in this letter, on 24 July 2026
17	2026-OIA-0097-Rainwater	Bullying and harassment policy questions: Decisions on scope of investigation	2/05/2026	UoA decision made and communicated in this letter, on 24 July 2026
18	2026-OIA-0098-Rainwater	Various bullying and harassment policy questions	2/05/2026	UoA decision made and communicated in this letter, on 24 July 2026
19	2026-OIA-0099-Rainwater	Various bullying and harassment policy questions	2/05/2026	UoA decision made and communicated in this letter, on 24 July 2026
20	2026-OIA-0102-Rainwater	Staff discipline process: standard of proof	5/05/2026	UoA decision made and communicated in this letter, on 24 July 2026
21	2026-OIA-0110-Rainwater	Staff salary information	11/05/2026	UoA still processing request
22	2026-OIA-0111-Rainwater	"Strategic Advisers"	11/05/2026	UoA still processing request
23	2026-OIA-0112-Rainwater	External legal expenditure	11/05/2026	UoA still processing request
24	2026-OIA-0148-Rainwater	Names of staff appointed to professor-level positions, 2022-2026	27/06/2026	UoA still processing request

Request topic: harmful sexual behaviour – alleged student perpetrator

2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater

2026-OIA-0076-Rainwater Q1: *“During [2021-2025], how many formal complaints of sexual harassment did the University receive from students that was allegedly committed by another student?”*

2026-OIA-0080-Rainwater Q1: *“During [2021-2025], how many formal complaints of sexual harassment did the University receive from students that was allegedly committed by another student?”*

2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q2: *“In how many of the cases of those formal complaints did the University conduct an internal investigation of the complaint?”*

2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q3: *“In how many of the cases of those formal complaints did the University contract an external investigation of the complaint?”*

2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q4: *“In how many of the cases of those formal complaints did the University bring disciplinary charges against the alleged perpetrator(s)?”*

2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q5a, c, d: *“What was the outcome of those disciplinary proceedings: [a] In how many was the complaint found to be unsubstantiated? ... [c] In how many was the complaint found to be substantiated? [d] What was the discipline imposed?”*

The Student Conduct Office (formerly the Proctor’s Office) is the primary reference point in the University for all matters relating to student non-academic misconduct, including complaints against students or disputes between students. The Student Conduct Office assesses disputes between students or complaints about student conduct and can recommend or determine the appropriate next steps, which may include a formal reprimand, behavioural directives, or an escalation of serious misconduct allegations to the Discipline Committee.

Tables setting out statistics about the formal reports/complaints made to the Student Conduct Office relating to harmful sexual behaviour, by year, for 2022-2025, are published in the Pastoral Code of Care reporting on our website at <https://www.auckland.ac.nz/en/about-us/about-the-university/statements-codes/pastoral-care-code-of-practice/pastoral-care-code-of-practice-self-reviews.html>. We do not hold these statistics for 2021. We do not hold statistics which break these reports/complaints down by the status of the complainant as either a student or a staff member.

The term Harmful Sexual Behaviour encapsulates the full spectrum of behaviours and issues relating to sexual misconduct, including such behaviours as sexual harassment, coercion, sexual harm, sexual assault, sexual violence, and retaliation. Harmful sexual behaviours are unwelcome or offensive sexual behaviours that are significant enough to have a harmful effect on an individual’s wellbeing. Harmful sexual behaviours can occur in the physical or digital environment.

All the University’s investigations of formal reports/complaints about harmful sexual behaviour are “internal investigations” conducted by the University. We do not hold statistics for the number of investigations conducted by the University for which contractors were engaged in some capacity.

We do not hold annual statistics for penalties imposed on students by the Discipline Committee for misconduct that constitutes harmful sexual behaviour, by the year of the complaint. The Discipline Committee's summary recording lists its decisions on allegations of sexual harassment by the date of the decision, not the year the complaint was made, and so creating statistics for Discipline Committee outcomes on the same basis as those provided by the Student Conduct Office in the Pastoral Code of Care reporting would require staff to manually review individual cases. Further, due to the low number of sexual harassment cases heard by the Discipline Committee, we would need to withhold individual case outcomes to protect the privacy of the affected students.

2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q5b: *"Was any discipline imposed on the complainant?"*

In the University's student discipline process, the person who makes a complaint about the conduct of a student is the complainant, and the subject of that complaint is the respondent. Penalties can only be imposed on a respondent to a disciplinary process. If the complainant is a student or staff member, it is of course possible for them to have been the respondent in another discipline process in the past, or to become the respondent to another discipline process in the future. We do not hold statistics on how many complainants have previously been, or later become, respondents to University discipline processes. See our Addressing Bullying, Harassment and Discrimination Policy and Procedures at <https://www.auckland.ac.nz/en/about-us/about-the-university/policy-hub/people-culture/employer-employee-responsibilities/addressing-bullying-harassment-discrimination-policy.html> for rules prohibiting victimisation of complainants.

2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q6: *"In how many of those cases did the University or any member of staff create an internal record of a notifiable injury, illness, incident, or event?"*

2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q7: *"In how many of those cases did the University or any member of staff notify WorkSafe of a notifiable injury, illness, incident, or event?"*

Notifiable events are notified to WorkSafe under the Health and Safety at Work Act 2015. For the 2021-2025 period, the University did not have any notifiable events under the Health and Safety at Work Act 2015 which were the subject of harmful sexual behaviour complaints/reports against students.

2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q8: *"In how many of those cases did the University or any member of staff contact Police?"*

We do not hold the requested statistics.

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater

2026-OIA-0078-Rainwater Q1: *"During [2021-2025], how many informal complaints, disclosures, reports, allegations, or notifications of sexual harassment did the University receive about the sexual harassment of students by another student, regardless of who made the informal complaint, disclosure, report, or allegation?"*

2026-OIA-0084-Rainwater Q1: *During [2021-2025],, how many informal complaints, disclosures, reports, allegations, or notifications of sexual harassment did the University receive about the sexual harassment of a staff member by a student, regardless of who made the informal complaint, disclosure, report, or allegation?*

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q2: *“In how many of the cases of those informal disclosures did the University conduct an internal investigation of the allegation?”*

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q4: *“In how many of the cases of those informal disclosures did the University bring disciplinary charges against the alleged perpetrator(s)?”*

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q5a,c-d: *“What was the outcome of those disciplinary proceedings: [a] In how many was the alleged harassment found to be unsubstantiated?... [c]In how many was the alleged harassment found to be substantiated? [d] What was the discipline imposed?”*

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q6: *“In how many of those cases did the University or any member of staff create an internal record of a notifiable injury, illness, incident, or event?”*

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q7: *“In how many of those cases did the University or any member of staff notify WorkSafe of a notifiable injury, illness, incident, or event?”*

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q8: *“In how many of those cases did the University or any member of staff contact Police?”*

We do not hold the requested statistics on informal disclosures, including which informal disclosures were followed by a formal report/complaint and so are included in the statistics about investigations of harmful sexual behaviour complaints made about students provided in the Pastoral Code of Care reporting on our website at <https://www.auckland.ac.nz/en/about-us/about-the-university/statements-codes/pastoral-care-code-of-practice/pastoral-care-code-of-practice-self-reviews.html>.

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q3: *“In how many of the cases of those informal disclosures did the University contract an external investigation of the allegation?”*

See our response to 2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q3 above.

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q5b: *“Was any discipline imposed on the person who made the disclosure?”*

Our response for 2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q5b above states that it is possible for the person who makes a complaint about student conduct (the complainant), if they are a student or staff member, to have been the respondent in another discipline process in the past, or to become the respondent to another discipline process in the future, and that we do not have statistics on how many complainants have previously been, or later become, respondents to University discipline processes. This statement also applies to persons who make informal disclosures about harmful sexual behaviour by students. See our Addressing Bullying, Harassment and Discrimination Policy and Procedures at

<https://www.auckland.ac.nz/en/about-us/about-the-university/policy-hub/people-culture/employer-employee-responsibilities/addressing-bullying-harassment-discrimination-policy.html> for rules prohibiting victimisation of complainants.

Request topic: Harmful sexual behaviour – alleged staff perpetrator

2026-OIA-0077-Rainwater

2026-OIA-0077-Rainwater Q1: *“During [2021-2025], how many formal complaints of sexual harassment did the University receive from students that was allegedly committed by a member of staff?”*

2026-OIA-0077-Rainwater Q2: *“In how many of the cases of those formal complaints did the University conduct an internal investigation of the complaint?”*

2026-OIA-0077-Rainwater Q4: *“In how many of the cases of those formal complaints did the University bring disciplinary charges against the alleged perpetrator(s)?”*

2026-OIA-0077-Rainwater Q5a, c, d: *“What was the outcome of those disciplinary proceedings: [a] In how many was the complaint found to be unsubstantiated? ... [c] In how many was the complaint found to be substantiated? [d] What was the discipline imposed?”*

2026-OIA-0077-Rainwater Q8: *“In how many of those cases did the University or any member of staff contact Police?”*

The Human Resources Advisory team is the primary reference point in the University for all matters relating to staff misconduct and/or serious misconduct. The Human Resources Advisory team supports managers and academic heads to assess disputes between staff, students and staff, or complaints about staff conduct, and ensures that the appropriate next steps and process are followed.

Tables setting out statistics about the complaints made by students relating to harmful sexual behaviour by staff, by year, for 2022-2025, are published in the Pastoral Code of Care reporting on our website at <https://www.auckland.ac.nz/en/about-us/about-the-university/statements-codes/pastoral-care-code-of-practice/pastoral-care-code-of-practice-self-reviews.html>. We do not hold these statistics for 2021.

2026-OIA-0077-Rainwater Q3: *“In how many of the cases of those formal complaints did the University contract an external investigation of the complaint?”*

All the University’s investigations of complaints about harmful sexual behaviour are “internal investigations” conducted by the University. We do not hold statistics for the number of investigations conducted by the University for which contractors were engaged in some capacity.

2026-OIA-0077-Rainwater Q5b: *“Was any discipline imposed on the complainant?”*

See our response to 2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q5b above - the same applies to student complainants who complain about harmful sexual behaviour by staff.

2026-OIA-0077-Rainwater Q6: *“In how many of those cases did the University or any member of staff create an internal record of a notifiable injury, illness, incident, or event?”*

2026-OIA-0077-Rainwater Q7: *“In how many of those cases did the University or any member of staff notify WorkSafe of a notifiable injury, illness, incident, or event?”*

Notifiable events are notified to WorkSafe under the Health and Safety at Work Act 2015. For the 2021-2025 period, the University did not have any notifiable events under the Health and Safety at Work Act 2015 which were the subject of harmful sexual behaviour complaints/reports against students.

2026-OIA-0079-Rainwater

2026-OIA-0079-Rainwater Q1: *“During [2021-2025] how many informal complaints, disclosures, reports, allegations, or notifications of sexual harassment did the University receive about the sexual harassment of students by a member of staff, regardless of who made the informal complaint, disclosure, report, or allegation?”*

2026-OIA-0079-Rainwater Q2: *“In how many of the cases of those informal disclosures did the University conduct an internal investigation of the allegation?”*

2026-OIA-0079-Rainwater Q4: *“In how many of the cases of those informal disclosures did the University bring disciplinary charges against the alleged perpetrator(s)?”*

2026-OIA-0079-Rainwater Q5a, c-d: *“What was the outcome of those disciplinary proceedings: [a] In how many was the alleged harassment found to be unsubstantiated?... [c] In how many was the alleged harassment found to be substantiated? [d] What was the discipline imposed?”*

2026-OIA-0079-Rainwater Q8: *“In how many of those cases did the University or any member of staff contact Police?”*

We do not hold the requested statistics on informal disclosures, including which informal disclosures were followed by a complaint and so are included in the statistics about investigations of harmful sexual behaviour complaints made about staff provided above in Table 2.

2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q3: *“In how many of the cases of those informal disclosures did the University contract an external investigation of the allegation?”*

See our response to 2026-OIA-0076-Rainwater, 2026-OIA-0080-Rainwater Q3 above.

2026-OIA-0079-Rainwater Q5b: *“Was any discipline imposed on the person who made the disclosure?”*

See our response to 2026-OIA-0078-Rainwater, 2026-OIA-0084-Rainwater Q5b above - the same applies to persons who make informal disclosures about harmful sexual behaviour by staff.

2026-OIA-0077-Rainwater Q6: *“In how many of those cases did the University or any member of staff create an internal record of a notifiable injury, illness, incident, or event?”*

2026-OIA-0077-Rainwater Q7: *“In how many of those cases did the University or any member of staff notify WorkSafe of a notifiable injury, illness, incident, or event?”*

Notifiable events are notified to WorkSafe under the Health and Safety at Work Act 2015. For the 2021-2025 period, the University did not have any notifiable events under the Health and Safety at Work Act 2015 which were the subject of harmful sexual behaviour complaints/reports against students.

2026-OIA-0081-Rainwater; 2026-OIA-0083-Rainwater

University staff are still processing these requests.

Request topic: Bullying and Harassment Policy; Staff Discipline Process

2026-OIA-0096-Rainwater

“The University’s Addressing Bullying, Harassment and Discrimination Procedures and Guidelines contain no reference to the Police, even though many of the examples of sexual harassment contained in the Guidelines would also be criminal offences – eg, harmful online communications, rape, assault, stalking, or criminal privacy violations.

Does the University have a policy, procedures, or guidelines governing when, whether, or how staff are permitted or required to notify Police of allegations of bullying or harassment that, if true, are also crimes?

If so, can you please provide a link to that policy/procedures/guidelines.

If not, how do University managers and/or HR staff determine whether to involve Police in allegations or investigations of things like sexual misconduct?”

See the University’s website on harmful sexual behaviour at <https://www.auckland.ac.nz/en/students/student-support/personal-support/beware/harmful-sexual-behaviours/how-to-report-an-incident.html>. In particular, the following section is relevant:

“Reporting options:

University of Auckland students have a number of options if they choose to disclose or report harmful sexual behaviour. You can decide which of the reporting options you wish to follow, if any.

1. ***Make a disclosure*** – tell the university about the incident to keep a record of but not take any formal action.

2. **Make a complaint** – make a complaint about harmful sexual behaviour.
3. **Make a report on behalf of someone** – if you receive a disclosure of sexual harm, you can report on behalf of someone provided you have their consent.
4. **Make a police report** – reporting to the University and reporting to the Police are two separate processes. If you need help, the University can assist you in making a report to the Police.”

University staff and students may, of course, make a report to Police if they have been the victim of a crime, and the University can assist them with that process. The University does not have a specific policy/procedure/process document within the scope of your request.

2026-OIA-0097-Rainwater

“Once the University becomes aware of alleged bullying or harassment by a member of staff, who decides what the scope of any investigation is? On what basis is that decision made?”

Decisions about staff misconduct and serious misconduct investigations are made in accordance with the University’s policies, procedures, the applicable employment agreement, and New Zealand law. See the documents set out on our website at <https://www.auckland.ac.nz/en/about-us/about-the-university/policy-hub/people-culture/employer-employee-responsibilities.html>. Specifically:

1. Our Academic Staff Disciplinary Procedures are published at: <https://www.auckland.ac.nz/en/about-us/about-the-university/policy-hub/people-culture/employer-employee-responsibilities/academic-staff-disciplinary-procedures.html>
2. Our Professional Staff Disciplinary Procedures are published at: <https://www.auckland.ac.nz/en/about-us/about-the-university/policy-hub/people-culture/employer-employee-responsibilities/professional-staff-disciplinary-procedures.html>
3. Our Addressing Bullying, Harassment and Discrimination Policy and Procedures are published at: <https://www.auckland.ac.nz/en/about-us/about-the-university/policy-hub/people-culture/employer-employee-responsibilities/addressing-bullying-harassment-discrimination-policy.html>
4. Our Addressing Bullying, Harassment and Discrimination Guidelines are published at: <https://www.auckland.ac.nz/en/about-us/about-the-university/policy-hub/people-culture/employer-employee-responsibilities/addressing-bullying-harassment-discrimination-guidelines.html>
5. Our individual and collective employment agreements are published at <https://uoacollectiveagreements.blogs.auckland.ac.nz/>

Other University policies and procedures may be relevant to specific misconduct matters; see our Policy Hub at <https://www.auckland.ac.nz/en/about-us/about-the-university/policy-hub.html> for these.

2026-OIA-0098-Rainwater

“The wording of the University’s Addressing Bullying, Harassment and Discrimination Guidelines seems to suggest that a victim of bullying and harassment can only request a formal investigation after first attempting an informal resolution. These informal processes seem inappropriate for things like sexual assault or stalking (eg, direct discussion or mediation with the perpetrator).”

This part of your email is your comment and not a request for official information, but you should note the following:

The University’s Addressing Bullying, Harassment and Discrimination Policy and Procedures on self resolution and informal resolution state:

“Self resolution and informal resolution

12. An individual may consider approaching the person or people involved to resolve the concern, by means of direct discussion or by a written communication.

13. If a complaint cannot be resolved by direct discussion, or an individual does not feel comfortable addressing the issue face to face or in writing, they may discuss the matter with an appropriate person, as listed in the guidelines, and seek guidance about other options, including making a formal complaint.”

The section of the University’s Addressing Bullying, Harassment and Discrimination Guidelines on self resolution, informal resolution and formal complaints begins with the following statement:

“Depending on the severity of the situation and the wishes of the complainant, different approaches are available. Please see either the Staff Complaint Process Flowchart or Student Complaint Process Flowchart. You can consider any of the following:... [Self-resolution, informal resolution, formal complaint]”

2026-OIA-0098-Rainwater Q1 *“Can an alleged victim of bullying or harassment bypass or opt out of these informal processes and request an immediate investigation?”*

This question is answered by above and by section 14 of the University’s Addressing Bullying, Harassment and Discrimination Policy and Procedures, which states:

“Formal complaint

14. A complaint can may be laid at any time. However, we encourage any individual that is going to make a formal complaint to do so as soon as they are able.”

2026-OIA-0098-Rainwater Q2 *“If so, is an investigation automatic when requested by the alleged victim? Or does the University have the discretion to deny the request?”*

2026-OIA-0098-Rainwater Q3 *“If an investigation is discretionary, who decides whether one will be conducted and on what basis?”*

Not all complaints result in investigations. Decisions about whether student conduct complaints are investigated are made by the Student Conduct Office. See, for example, the note to Table 6 of the 2025 Pastoral Care Code of Practice Attestation in respect of three sexual harm complaints made against students in 2025 that could not proceed: “anonymous complaints where the complainant does not authorise their complaint being shared with the respondent; not progressing for other reasons such as insufficient evidence to support the complaint”. For complaints about staff conduct, see our response above to 2026-OIA-0097-Rainwater.

2026-OIA-0099-Rainwater

2026-OIA-0099-Rainwater Q1-5: *“The University’s Addressing Bullying, Harassment and Discrimination Procedures and Guidelines distinguish between “formal complaints” and “informal complaints”, each with different resolution “pathways”, but neither the policy and procedures nor the guidelines define these two concepts. The Guidelines indicate that if an issue isn’t “resolved by informal means”, it may “become a formal complaint”. [1] “What is the definition of a “formal complaint”? [2] What is the definition of an “informal complaint”? [3] What distinguishes the two? [4] Who decides whether a complaint is “formal” or “informal”? [5] On what basis is that decision made?”*

You have noted that the Addressing Bullying, Harassment and Discrimination Policy and Procedures and Addressing Bullying, Harassment and Discrimination Guidelines do not prescribe definitions for “formal complaint” or “informal complaint”. No other documents held by the University prescribe definitions for these terms as used in these documents. Initial decisions about student conduct complaints are made by the Student Conduct Office. For complaints about staff conduct, see our response above to 2026-OIA-0097-Rainwater.

2026-OIA-0099-Rainwater Q6 *“The wording of the Guidelines seems to suggest that a “formal complaint” is synonymous with a request for an investigation of the complaint. Does this mean that the University treats complaints of bullying and harassment by default as informal unless the victim requests an investigation?”*

No.

2026-OIA-0099-Rainwater Q7 *“Does the University investigate complaints of bullying and harassment in the workplace without the victim requesting such an investigation – eg, if managers or HR staff become aware of the alleged incidents?”*

The University can investigate staff misconduct without receiving a complaint. See our response to 2026-OIA-0097-Rainwater above.

2026-OIA-0102-Rainwater

2026-OIA-0102-Rainwater Q1: *“Does the University have a policy, procedures, or guidelines governing the processes of proof at disciplinary proceedings involving alleged staff misconduct -- eg, the onus and standard of proof for proving misconduct?”*

2026-OIA-0102-Rainwater Q2: *“If so, can you please provide a copy (or a link to where it can be found on the internet)?”*

2026-OIA-0102-Rainwater Q3: *“If not, when the University convenes disciplinary proceedings involving alleged staff misconduct, what is the investigating/adjudicating panel told about the burdens of production and persuasion? On whom does the onus of proof reside (the complainant, the University, or the staff member accused of misconduct)? By what standard of proof are complaints adjudicated -- proof beyond a reasonable doubt, a balance of probabilities, or some other standard? If the University follows a balance-of-probabilities standard for factual determinations, what instructions are the panel members given about the meaning of a balance of probabilities and what amount of evidence is necessary to find by a balance of probabilities that the alleged misconduct occurred?”*

See our response to 2026-OIA-0097-Rainwater above.

Request topic: Survey data

2026-OIA-0082-Rainwater

“In 2025, the University conducted its biannual staff engagement survey, which comprised 39 yes/no questions and two open-ended questions. The University released what it called “high-level results” relating only to the yes/no questions. Can you please provide any responses (anonymised) to the two open-ended questions in the 2025 Kōrero Mai, Staff Engagement Survey that relate to bullying and/or harassment.”

University staff are still processing these requests.

2026-OIA-0095-Rainwater

“The University’s 2024 Gender Pay Gap Report included a section (s 10.4) with detailed information about the statistical modelling that the University used in calculating the GPG, along with tables showing the effects and interactions of the variables across academic and professional staff. That information is noticeably missing from the University’s 2025 Gender Pay Gap Report, which claims a rather dramatic gap in the GPG from the following year. Can you please provide the same statistical modelling and Chi-square underlying the 2025 GPG report that was provided in the 2024 GPG report?”

University staff are still processing these requests.

Request topic: Contracts, Expenditure, Salary Information

2026-OIA-0066-Rainwater

“The University makes Variable Supplementary Payments to senior academic staff like Deans, Deputy Deans, Associate Deans, and Heads of School and Department, purportedly as compensation for their additional administrative roles (administrative VSPs).”

2026-OIA-0066-Rainwater Q1: *“How is the amount of these administrative VSPs determined and on what criteria?”*

2026-OIA-0066-Rainwater Q2: *“What is the process by which these administrative VSPs are awarded?”*

2026-OIA-0066-Rainwater Q3: *“Who is involved in the decision making about the award of these administrative VSPs?”*

2026-OIA-0066-Rainwater Q4: *“Are the administrative VSPs reviewed on an annual or other periodic basis?”*

2026-OIA-0066-Rainwater Q5: *“Are there performance criteria attached to these VSPs? If so, what are they? Are they published?”*

2026-OIA-0066-Rainwater Q6: *“How much has the University paid out (or is projected to pay out) total in these administrative VSPs by year per faculty over the period of 2022-2026?”*

2026-OIA-0066-Rainwater Q7: *“Is any member of staff receiving these administrative VSPs required to teach a standard .4 FTE teaching load? If so, what percentage of the staff receiving these administrative VSPs is teaching a standard .4 FTE teaching load by faculty?”*

2026-OIA-0066-Rainwater Q8: *“Are any of the staff who receive these administrative VSPs on a contract for more than 1.0 FTE? If not, what is the justification for paying these staff members more than their 1.0 FTE contract would require without the VSP?”*

University staff are still processing these requests.

2026-OIA-0067-Rainwater

2026-OIA-0067-Rainwater Q1: *“Each year, the University conducts a “performance-based salary review” for professors, associate professors, and some professional teaching fellows, which results in discretionary pay increases for some staff in these categories. By what process does the University determine to whom to give these pay increases and at what amount?”*

2026-OIA-0067-Rainwater Q2: *“What criteria govern this process?”*

2026-OIA-0067-Rainwater Q3: *“Are the criteria published?”*

2026-OIA-0067-Rainwater Q4: *“Who participates in the process, and what is each participant's role?”*

2026-OIA-0067-Rainwater Q5: *“Is data kept on the gender and ethnicity breakdown of those who are given pay increases? If so, what are the data for the years 2021-2025?”*

University staff are still processing these requests.

2026-OIA-0068-Rainwater

2026-OIA-0068-Rainwater Q1a-c: *“How much money has the University spent on external consultants by year for the period of 2022-2026? Can you please break down the spending by consultancy firm and/or individual consultant? For what specific job or purpose was each consultancy firm or*

individual consultant retained?”

2026-OIA-0068-Rainwater Q2: *“Are any of the consultants current or former employees of the University or partners or relatives of current or former employees of the University?”*

2026-OIA-0068-Rainwater Q3: *“By what process does the University decide that outside contracting is necessary? By what process does the University select outside consultants or consultancy firms? Is there a competitive bidding process?”*

2026-OIA-0068-Rainwater Q4: *“Are there performance metrics for consultants? If so, are they published? If not, what are they?”*

2026-OIA-0068-Rainwater Q5: *“What due diligence is performed to determine whether there are potential conflicts of interest in awarding these consultancy contracts?”*

University staff are still processing these requests.

2026-OIA-0069-Rainwater

2026-OIA-0069-Rainwater Q1: *“What is the University's process for procuring contracts for services?”*

2026-OIA-0069-Rainwater Q2a-b: *“[a] For the period of 2021-2025, how many procurement contracts for services did the University execute? [b] Of those contracts, how many were subject to a public tender?”*

2026-OIA-0069-Rainwater Q3a-b: *“[a] If more than one contractor bids for a services contract, how does the University select the winning entity? [b] What employees and/or consultants at the University are involved in the procurement process, and what is each staff member's or consultant's role?”*

2026-OIA-0069-Rainwater Q4a-c: *“[a] How does the University ensure that there are no conflicts of interest in the award of service contracts? [b] What financial disclosures, if any, does the University require from members of the University executive? [c] What financial disclosures, if any, does the University require from other employees or consultants involved in the procurement contracting process?”*

2026-OIA-0069-Rainwater Q5a-b: *“[a] Do any of the current or former employees or consultants involved in the procurement process, or anyone in a close personal relationship to a current or former employee or consultant involved in the procurement process, including but not limited to an intimate partner, a business partner, a child, a sibling, or a close personal friend have a financial interest in any of the contractors to whom service contracts were awarded in 2021-2025? [b] If so, what steps were taken by the University to avoid a conflict of interest?”*

University staff are still processing these requests.

2026-OIA-0110-Rainwater

2026-OIA-0110-Rainwater Q1 *“How much has the University paid or will the University pay in compensation (including salary, bonuses, supplementary payments, and pensions) for the following members of University leadership per annum for the years 2022-2026, inclusive: (1) the*

Vice Chancellor; (2) the Chief Operating Officer / DVC (Operations) and Registrar; (3) the Director of Human Resources”

2026-OIA-0110-Rainwater Q2 “How much has the University paid or will the University pay in total compensation (including salary, bonuses, supplementary payments, and pension contributions) for staff employed in the following administrative units per annum for the years 2022-2026, inclusive, broken down by the units as identified below:

Office of the Vice Chancellor

Office of the DVC-Education

Office of the PVC-Māori

Office of the PVC-Pacific

Alumni Relations and Development

UniServices

Campus Environment

Communications and Engagement

Digital Services

Financial Services

Foundation Studies Programmes

Human Resources

International Office Leadership Team

Marketing and Recruitment

Organisational Performance and Improvement

Planning and Information

Research and Innovation Office

School of Graduate Studies

Student and Scholarly Services”

University staff are still processing these requests.

2026-OIA-0111-Rainwater

2026-OIA-0111-Rainwater Q1a-d: “[a] How many strategic advisers does the University employ or has the University employed during the period of 2022-2026, inclusive? [b] In what roles? [c] For what term(s)? [d] How much is/has each strategic adviser been paid over that time period?”

2026-OIA-0111-Rainwater Q2a-b: “[a] Are any of the strategic advisers former members of University staff? [b] If so, which ones?”

2026-OIA-0111-Rainwater Q3: “Do any of the strategic advisers have personal relationships with any members of University staff?”

2026-OIA-0111-Rainwater Q4a-d: “[a] How does the University determine when and for what tasks it retains strategic advisers? [b] Are these positions advertised publicly? [c] Do they have competitive appointment processes? [d] Do they have any metrics for performance?”

University staff are still processing these requests.

2026-OIA-0112-Rainwater

2026-OIA-0112-Rainwater Q1: “How much did the University pay in legal fees and costs to external barristers, solicitors, legal chambers, law firms, and/or other legal advisors (ie, those not paid as salaried employees at the University) during the years 2021-2025, inclusive?”

2026-OIA-0112-Rainwater Q2: “Can you please break down the expenditures by year and legal services provider (eg, Simpson Grierson in 2023)?”

University staff are still processing this request.

Where we have advised above that the information requested is not held by the University, that part of your request is refused under section 18(g) of the Official Information Act. Where we have provided the information requested by directing you to publicly available documents, this technically constitutes a refusal of your request under section 18(d) of the Official Information Act.

You have the right to make a complaint to an Ombudsman if you are dissatisfied with the University’s response.

Ngā mihi,

Landon Watt
Legal Advisor
Office of the Vice-Chancellor
Waipapa Taumata Rau | University of Auckland