



## ***Keeping Rainbow communities safe***

**If you or someone else are in immediate danger, call 111.**

New Zealand Police is committed to ensuring everyone in the community feels safe and remains safe. Police are aware Rainbow (LGBTQIA+, Takatāpui and MVPFAFF+) communities experience hate, both online and in person. Police work diligently to keep our Rainbow communities safe and respond to their needs. Any violence, threatening behaviour, hostility, or prejudice which is based on an individual's sexual orientation, gender identity, race, faith, disability, or age is not accepted or tolerated, and we encourage you to report this to Police. Below are some tips to help you stay safe.

### ***Planning a night out***

Everyone who wants to enjoy a night out should be able to do it safely and with no fear. Below are some suggestions to help keep safe:

- Go out with others
- Pre-arrange how you are getting home safely (E.g., rides with friends, taxi, bus)
- Charge your phone
- Ensure you have enough money for your night out
- Let someone who isn't going with you, know where you are going
- Never leave a friend behind
- Don't leave drinks unattended and don't accept drinks from strangers
- Support and help friends if they show signs of intoxication/drink spiking
- If you feel unsafe leave the venue as quickly and safely as possible

### ***Meeting people online or through dating apps***

Online dating apps and websites have gained popularity over recent years. Meeting online can have many benefits, but also comes with risks:

- If you arrange to meet someone, tell friends or family where you are going and provide information about the person you are meeting
- Meet in a public place
- Arrange a time to let someone know when you are home safe
- Protect your personal information and don't give out too much information too soon, this includes information on place of work, address, phone number, financial information
- Never send money or financial information
- If you feel uncomfortable, leave, and stop communicating, it's always ok to say NO
- Don't leave drinks unattended until you get to know them

### ***Attending a public protest***

In New Zealand, you have the right to protest as long as you are not breaking the law. However, it is vital to be prepared as protests can get unsafe very quickly:

- Research the protest and ensure you are familiar with the purpose
- Consider there will be other groups there with opposite views of your protest group
- Go with a buddy – protests are safer in groups, if you plan to attend alone, let a friend or a family member know, including when to expect to hear from you
- Stay vigilant and aware of your surroundings
- Avoid engaging with counter-protesters
- Know your exits and how you and your friends can leave quickly
- Organise a safe place to meet your friends if you get separated

### ***Advice for Rainbow community employees***

It is important people feel safe and are safe in their place of work. Here's a few tips on how to keep safe at work:

- Plan how to get to and from your workplace

## **Police National Headquarters**

180 Molesworth Street. PO Box 3017, Wellington 6140, New Zealand.  
Telephone: 04 474 9499. Fax: 04 498 7400. [www.police.govt.nz](http://www.police.govt.nz)



- Prepare an emergency bag with essential items you can take if you need to leave in an emergency
- Get to know your colleagues so any outsider who accesses your workplace is easily identified. On larger sites, ensure a physical ID is visible
- If you feel unsafe or someone is questioning your mana, speak to a friend, colleague, or manager who can support you to resolve their behaviour

If you are not in immediate danger but have felt uncomfortable, speak to your manager, and put measures in place to help you stay safe.

### **Advice for employers**

Prejudice and lack of community understanding mean Rainbow community members can experience extra workplace stress. Hiring discrimination, workplace biases, access to bathrooms, privacy violations, and incorrect assumptions can all lead to stressed and unhappy employees. Below are some suggestions to keep Rainbow employees safe:

- Use the pronouns (such as he, she, they, or ia) for a person they use for themselves
- Be aware of biases and do not discriminate based on a person's characteristics including sexual orientation, gender identity, race, faith, disability, or age
- Make sure people have access to the bathrooms they feel comfortable using
- Take the lead from your employee on support they may need, particularly if they are going through a challenging time

More information on staying safe is available at:

<https://www.police.govt.nz/advice/personal-community/keeping-safe/out-about>

### **Contacting Police**

If you feel threatened and are in immediate danger, dial 111. **If you need Police but it is unsafe to talk:** You don't have to talk if it's not safe, but you **MUST** follow verbal or automated prompts and push buttons as directed to be connected to an emergency service.

If you feel unsafe, attacked, threatened, hurt, or targeted because of your sexual orientation, gender identity, race, faith, disability or, age you should tell someone. Reporting to police means:

- Police can be dispatched to help
- This information may be looked at when sentencing someone in court
- Individual reports add up and can show a bigger problem

To report a crime that has already happened contact 105 [105 Police Non-Emergency | New Zealand Police](#)

Police appreciate and understand the distress hate-motivated events have on our communities. We take claims and reports of violent extremism and hate-motivated crimes seriously and investigate any incidents or alleged acts accordingly. Violence or threatening behaviour including any involving hate, hostility, or prejudice regarding sexual orientation, gender identity, race, faith, disability, or age is not acceptable.

Visit [www.police.govt.nz/hate](http://www.police.govt.nz/hate) for information on reporting, support, the law, and available resources.

### **Diversity Liaison Officers (DLO)**

If you have any queries in relation to Rainbow (LGBTQIA+) communities that you want to discuss, Diversity Liaison Officers (DLOs) are located throughout Aotearoa New Zealand. They provide liaison between Police and those who identify as gay, lesbian, bisexual, transgender, intersex and queer (LGBTQIA+ or Rainbow communities), and can be contacted via [DLOs@police.govt.nz](mailto:DLOs@police.govt.nz)

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