

SEX WORKERS' SAFETY ACCORD

ALL BUSINESS CODE OF CONDUCT

**NZPC
NATIONAL OFFICE
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NEW ZEALAND
PROSTITUTES
COLLECTIVE:
NATIONAL SEX
WORKER LED
ORGANISATION

TEXT, PHONE,
EMAIL, OR
VISIT FOR FREE
SUPPLIES,
INFORMATION,
CHECK-UPS
ETC.

NO REAL
NAMES
REQUIRED



UPHOLDING RIGHTS & CONDITIONS

Take steps to support a **CULTURE** which is consistent with the laws that govern sex work, including the **Prostitution Law Reform Act 2003**.

ENSURE people under the age of 18 are not facilitated into sex work

Uphold sex workers **RIGHTS** by not fining or imposing penalties for declining clients.

Respect and uphold the right of sex workers to **SAY NO** to providing sex at any time

SUPPORT sex workers who refuse to continue with a booking or service, and respect their reasons for doing so.

Proactively provide information to clients about their legal obligations to practice **SAFE** sex for oral, anal, and vaginal sex.

PREVENTION of VIOLENCE

Have a **ZERO-TOLERANCE** approach to violence, including physical, sexual, or emotional violence.

Uphold the legal right of sex workers to be able to work FREE from sexual harassment by people who are responsible for their occupational safety and health.

BELIEVE what sex workers say about bad clients, and support them in asserting their personal boundaries

Create a **WORKPLACE ENVIRONMENT** that does not put pressure on a sex worker to provide services to anyone related, formally or informally, to the operation of the business.

HIRING & CONTRACTING NEW WORKERS

**Ensure that
all sex
workers are
over 18 years
of age**

**Ensure all
hiring and
contracts are
open and
HONEST**

**Ensure
advertisements
for sex workers
are not
misleading,
suggesting that
the brothel is
seeking bar
staff or
receptionists
instead of sex
workers**

Embrace FAIR working conditions and respect that sex workers are independent contractors and, as such, negotiate hours that suit them

**Allow "brand-new" sex workers
an OPPORTUNITY to build up their
experience before promoting them, as
they are vulnerable to being
manipulated into agreeing to things
beyond their experience.**

HIRING & CONTRACTING

Create a culture of informed **CONSENT**, by not being afraid to share good and bad information in order to properly inform a sex worker of the reality of sex work

PROTECT new workers, who may agree to provide any sexual service without the appropriate experience

Consider whether the relationship with sex workers is that of employer and employee, or principal contractor and independent contractor.

Ensure that new workers have been fully informed, have time to REFLECT, examine their contract, are referred to NZPC, and pressure is NOT applied to start immediately in the brothel.

Explain tax liabilities to contractors or employees

Acknowledge that clients who complain maybe manipulating the truth to get free services

HIRING & CONTRACTING

Ensure sex workers know they have a choice to decline full facial advertising as most sex workers may want to PROTECT their real identity by not revealing their face.

Provide information about NZPC and its services, and encourage sex workers to make **CONTACT** with NZPC by text, phone, or visit

**SUPPORT sex workers' access to the New Zealand Prostitutes' Collective, NZPC:
Sex Workers' Collective**

PRIVACY

Where possible, photos for publicity shots will be non-identifying if this is the **SEX WORKER'S WISH**, and all those with identifying features will be deleted immediately

ALL photos, data, etc. that the sex worker does not want on the internet or in storage will be deleted.

Filming and external monitoring of workplace venues are discussed with sex workers at the point of hiring. and thereafter on a regular basis, and screens should only be seen by people the sex worker knows and **AGREES** to.

PROTECT a sex workers privacy and identity by ensuring their personal information is not passed on to third parties without their knowledge and their expressed consent

Check with sex workers about handing information to their friends and relatives. and seek their **CONSENT** to do so. if the situation arises

WORKPLACE PRACTICES

ALWAYS pay a sex worker who provides commercial sexual services their share of the money despite complaints from clients

Support sex workers to take time of for **HEALTH** and **WELLBEING**

UPHOLD occupational safety and health obligations as required by WorkSafe

Support sex workers' **ACCESS** to sexual and reproductive health services



Create a workplace environment that does not put pressure on a sex worker to anyone related, formally or informally, to the operation of the business

WORKPLACE PRACTICES

AVOID having 'favourites' among the workers. This often amounts to workplace bullying, which is a form of harassment. It can also result in a high turnover of staff

Ensure workers have PRIVATE SPACE so they can talk amongst themselves and exchange ideas as sex workers on strategies for safe sex. and managing the clients' requests.

Immediately SUPPORT workers who want to work fewer shifts or have time off

ENSURE there is a process for resolving disputes that respects sex workers' privacy

ALCOHOL and OTHER DRUGS

Ensure sex workers do not have to work with clients who are intoxicated on alcohol or other drugs

Ensure those **RESPONSIBLE** for alcohol supply are familiar with the laws surrounding the provision of alcohol

Ensure that sex workers are not encouraged to drink alcohol while working.

STIGMA

**Look ACROSS to other sex workers;
don't look down on them**

REDUCE the
potential of
stigma to impact
upon a sex
worker's life

**Ensure all sex
workers are equal and
all sex work
experience is
RESPECTED across
the spectrum, self
managed indoor or
street based, private
work and managed
brothel based work**

DISCOURAGE
bad-mouthing
about other
workers, or the
brothels they
have worked in,
as it results in
sex workers
feeling
demeaned

STIGMA

AVOID
comments
like "I
couldn't do
your job"
as it
reinforces
stigma

When comparing
sex workers and
sex work, ensure
the analogies used
are **RESPECTFUL**,
and not reinforcing
stigma

**Avoid discrimination on the
basis of previous sex work
EXPERIENCE gained in other
parts of the sex industry**

**Avoid comparisons to fast
food restaurants, and other
dehumanising analogies**

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