

SEX WORKERS' SAFETY ACCORD

All Business Code of Conduct

UPHOLDING RIGHTS & CONDITIONS

01

- Take steps to support a culture which is consistent with the laws that govern sex work, including the Prostitution Reform Act 2003.
- Ensure people under the age of 18 are not facilitated into sex work.
- Respect and uphold the right of sex workers to say no to providing sex at any time.
- Proactively provide information to clients about their legal obligations to practice safe sex for oral, anal, and vaginal sex.
- Support sex workers who refuse to continue with a booking or service, and respect their reasons for doing so.
- Uphold sex workers' rights by not fining or imposing penalties for declining clients.

HIRING & CONTRACTING NEW WORKERS

03

- 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.
- 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.
- Protect new workers, who may agree to provide any sexual service without the appropriate experience.
- 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.
- 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.
- Consider whether the relationship with sex workers is that of employer and employee, or principal contractor and independent contractor.
- Explain tax liabilities to contractors or employees.
- Acknowledge that clients who complain may be manipulating the truth to get free services.
- Support sex workers' access to the New Zealand Prostitutes' Collective, NZPC: Sex Workers' Collective.
- Provide information about NZPC and its services, and encourage sex workers to make contact with NZPC by text, phone, or visit.

PREVENTION OF VIOLENCE

02

- Have a zero-tolerance approach to violence, including physical, sexual, or emotional violence.
- Believe what sex workers say about bad clients, and support them in asserting their personal boundaries.
- 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.
- 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.

PRIVACY

04

- Protect a sex worker's privacy and identity by ensuring their personal information is not passed on to third parties without their knowledge and their expressed consent.
- 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.
- 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

05

- Always pay a sex worker who provides commercial sexual services their share of the money despite complaints from clients.
- Support sex workers' access to sexual and reproductive health services.
- Support sex workers to take time off for health and well-being.
- Uphold occupational safety and health obligations as required by WorkSafe.
- 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.
- Ensure there is a process for resolving disputes that respects sex workers' privacy.
- Ensure workers have private space so they can talk among themselves and exchange ideas as sex workers on strategies for safe sex, and managing the clients' requests.
- 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.
- Immediately support workers who want to work fewer shifts or have time off.

ALCOHOL & OTHER DRUGS

06

- Ensure that sex workers are not encouraged to drink alcohol while working.
- Ensure those responsible for alcohol supply are familiar with the laws surrounding the provision of alcohol.
- Ensure sex workers do not have to work with clients who are intoxicated on alcohol or other drugs.

NZPC



**New Zealand Prostitutes' Collective:
National sex worker led organisation**

Text, phone, e-mail, or visit for free supplies, information, check-ups, etc.
No real names required.

STIGMA

07

- 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.
- Look across to other sex workers; don't look down on them.
- Avoid comments like "I couldn't do your job" as it reinforces stigma.
- Discourage bad-mouthing about other workers, or the brothels they have worked in, as it results in sex workers feeling demeaned.
- Avoid discrimination on the basis of previous sex work experience gained in other parts of the sex industry.
- When comparing sex workers and sex work ensure the analogies used are respectful, and not reinforcing stigma.
- Avoid comparisons to fast food restaurants, and other dehumanising analogies.

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