

Change the Culture

Addressing Sexual Harassment in the Workplace

The Australian legal profession came under the spotlight in 2020 for high prevalence rates of sexual harassment which exposed a sub culture of non-reporting, passive bystanding and mistrust around the management of complaints.

Queensland Law Society has developed an Australian first legal industry training resource to deal with the issue of sexual harassment in the profession. The Law Society of Western Australia is now licensed to deliver this training to the profession in WA. Training uses recorded scenes in the workplace using professional actors to aid learning and understanding of this serious issue, challenging what each of us can do to reduce the harm to individuals, organisations and the profession as a result of sexual harassment.

Delivery Format:

This workshop is highly interactive and deals with sensitive content delivered by expert Law Society facilitators. It is structured over 6 chapters incorporating four video resources which address real life stories, 'the incident', active bystanding and role modelling, the complaint, diary room, call to action and support services.

Learning Outcomes

- Greater awareness of what constitutes sexual harassment
- Awareness of predominant traits and culture that drive poor behaviour
- Knowledge the role of bystanders and the 5Ds in responding as an Active Bystander
- Understanding the importance of policies and procedures to deal with sexual harassment
- Value the role of leadership in modelling positive workplace behaviour

CPD Points

- ▶ The workshop is delivered by a specialist senior trained facilitator in a 90 minute format, providing up to 1.5 CPD points in Practice Management.

Book over the page for multiple bookings or online at lawsocietywa.asn.au/cpd-seminars

For special in-house training contact Áine Whelan at awhelan@lawsocietywa.asn.au

Law Society Facilitators



Margie Tannock
ESG Legal

"I have long been committed to an inclusive, supportive work environment to encourage the best in the practice of law. I am very pleased to be involved in this important initiative by the Law Society of WA, to deliver better integrity, transparency and accountability in identifying illegal and inappropriate behavior in law firms."

Margie is an experienced senior lawyer, recently concluding 10 years as a partner of a global law firm. She now runs her own practice, ESG Legal, focussing on key strategic issues for clients in environmental, social and governance challenges. Margie advises clients on corporate governance and project development and works closely with clients to resolve regulatory risk across all aspects in corporate decision making, especially relating to major projects, climate change management and land access authorisations.



John Poulsen
People Passion Performance

"I am passionate about mental wellbeing in the workplace, which to me is all about creating an environment of trust and living values. Sexual harassment in the workplace is the antithesis of this. I want to help to make a difference and providing training on sexual harassment to the legal profession is one way I can do that."

John is the Principal of People, Passion & Performance and has deep 'hands on' experience in creating and developing workplaces where people have a shared vision and purpose, are fully motivated, engaged and empowered. From 2006 to 2017, John was the Australian Managing Partner and CEO of Squire Patton Boggs (initially as Managing Partner of Minter Ellison Perth), a top 10 Global Law Firm and led the firm to be one of the fastest growing law firms in Australia.

Registration Form and Tax Invoice

ABN 41 434 516 549

Change the Culture: Workplace Sexual Harassment Training

All workshops will take place from 12.30pm - 2.00pm on the dates listed below

Dates: **Thursday, 17 Feb 2022** **Thursday, 26 May 2022**
Thursday, 17 March 2022 **Thursday, 16 June 2022**
Thursday, 21 April 2022

legalsuper Young
Lawyer CPD

Young Lawyer CPD session: Thursday, 21 October
5.00pm - 6.30pm, drinks following

Venue: The Law Society, Level 5, 160 St Georges Terrace, Perth

HOW TO REGISTER

ONLINE: lawsocietywa.asn.au **MAIL:** The Law Society of Western Australia
PO Box Z5345
FAX: (08) 9324 8699 Perth WA 6831
EMAIL: membership@lawsocietywa.asn.au **ENQUIRIES:** (08) 9324 8692

REGISTRATION DETAILS

Title: _____ First Name: _____ Surname: _____
Organisation: _____
Postal Address: _____
Suburb: _____ State: _____ Postcode: _____
Phone: _____ Fax: _____ Email: _____

REGISTRATION OPTIONS *(All prices are GST inclusive)*

Member	Non Member	CPD Freedom	Total Amount Payable
\$99.00 x _____ registration/s	\$132.00 x _____ registration/s	FREE x _____ registration/s	\$

MULTIPLE BOOKINGS

Attendee Name	Email Address	Nominate Workshop Date
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

WHAT HAPPENS NEXT?

Submit this completed application form to Member Services via any of the nominated methods indicated in the 'How to Register' section at the top of this page.

Please indicate below how you would like to finalise your payment:

Please send me a tax invoice with payment instructions

Please contact me via phone and I will provide my payment details

Please send a tax invoice to my firm with payment instructions as indicated in my 'Organisation' details above

I have presented my application in person and arranged payment at the Law Society's office

LAW SOCIETY OF WA (INC) COLLECTION NOTICE: The Law Society collects the personal information contained in this form pursuant to the provisions of the *Privacy Act, 1988* and the Australian Privacy Principles. The information is collected by the Law Society to enable it to deal with the matters the subject of this form and to provide its services and benefits (and the benefits and services of the Law Council of Australia) to its members and the public. Those services and benefits are set out on the Society's website (lawsocietywa.asn.au). If the information collected in this form is not provided, the Society may not be able to provide its services as effectively. Individuals who wish to access information held about them, who wish to make any complaints or who wish to obtain details about information which is disclosed by the Law Society to overseas recipients may do so by accessing the Privacy Collection Notice located on the Law Society's website or may contact the Law Society's Privacy Officer. **TERMS AND CONDITIONS:** The Law Society of Western Australia (the Law Society) reserves the right to alter this programme or presenter(s) without further notice, however the programme is intended to run as advertised. The Law Society reserves the right to cancel this activity due to insufficient numbers – registrants will be notified if this occurs and credit (seminar value) will be carried forward to a seminar of the participants choice. Cancellations will incur a \$50 fee per person. Cancellations or transfers must be advised at least 10 working days prior to the event. Refunds will not be granted if a registrant fails to attend an event or cancels within 10 working days of the activity. Your name and organisation may be included in the conference delegate list available to speakers and delegates. **USE OF PHOTOGRAPHY:** The Law Society reserves the right to use photography and filming from its events for future promotional use. Please advise a Law Society staff member at each event if you wish to opt out. The Law Society endorses moderation and a responsible attitude towards alcohol at all functions.