

Sexual Harassment

Changing workplace culture
1 or 1.5 hour workshop

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.

These issues have been the subject of rigorous survey research and whilst the Law Council of Australia is coordinating a high level response to this issue, individual Societies and Associations have been focussed on the education and training of their members in inappropriate workplace conduct and sexual harassment.

Queensland Law Society has developed an Australian first legal industry training resource to deal with the issue of sexual harassment in the profession and workplace culture. The workshop identifies inappropriate conduct, the role of bystanders, workplace culture and the reporting and management of complaints. Recorded scenes in the workplace using professional actors are featured 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.

The workshop is delivered by specialist senior trained facilitators in either a 60 minute 1 CDP point or 90 minute 1.5 CPD point format.

Learning Objectives

At the completion of the workshop participants will have the knowledge and understanding of substantive content dealing with:

- what constitutes sexual harassment;
- the statistics and surveys providing data on the incidence, reporting rates and the implications for individuals and the legal profession of sexual harassment;
- how individuals behaviours impact workplace culture;
- the predominant traits and culture in legal workplaces that may act as catalysts for harassment and bullying behaviours;
- the role of bystanders in changing culture and the practical application of using the 5Ds in responding as an Active Bystander;
- the role of leadership in modelling positive behaviour in legal workplaces;
- the importance of appropriate sexual harassment and bullying policies and training processes in legal workplaces;
- the options and appropriate responses to manage an incident experienced or observed; and
- the options available for further and ongoing support for those dealing with incidents of sexual harassment or bullying.

Book today
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Structure

The workshop is highly interactive and deals with sensitive content. The training can either be delivered by:

- QLS expert facilitators; or
- your own in-house facilitator/s as part of a licensed package. The facilitators are required to undertake a comprehensive QLS “Train the Trainer” program and must meet eligibility criteria.

The workshop is structured over 6 chapters incorporating four video resources.

Chapter 1

Video 1 ‘Real Life Stories’, research material overview and introduction to legal profession cultural traits

Chapter 2

Video 2 ‘The Incident’ followed by debrief and discussion of learning objectives

Chapter 3

Active bystanding and role modelling

Chapter 4

Video 3 ‘The Complaint’ followed by debrief and discussion of leaning objectives

Chapter 5

Video 4 ‘Diary Room’ debrief of perpetrator and target reflections and consequences

Chapter 6

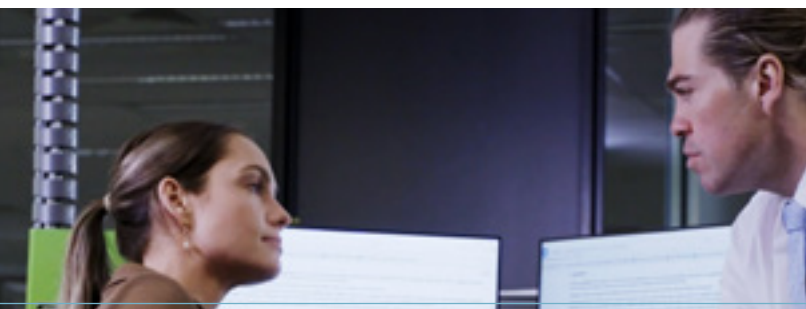
Call to action, support services

Criteria for a facilitator

The following is a list of qualifying criteria considered necessary for those wishing to undertake the “Train the Trainer” program. The criteria have been developed to ensure the facilitator provides a quality delivery of the materials and maximum impact to drive behavioural change.

The importance of certain criteria may vary depending on the audience, however facilitators should have a good understanding of all the criteria and through the “Train the Trainer” training be able to master the issues addressed by each criterion.

1. Be an experienced facilitator/presenter – The workshop can be challenging and requires an experienced person familiar with adult learning principles.
2. Have managed and supervised a team – This experience will better allow the facilitator to understand the real life dynamics of working in the legal profession, the behavioural issues that arise and how they may be addressed.
3. Have responded to and managed workplace conduct complaints – This experience provides the legal background and awareness of how a complaint should be responded to.
4. Have an understanding of employment law and health and safety obligations of employers and employees – An understanding of the law and its implications is required in order to be able to refer to its application in real life situations.
5. Have considerable experience in the legal industry and understand law firm management and legal profession culture – The facilitator should have experience and credentials gained from working specifically in the legal profession providing them with a practical understanding of legal cultural traits and the dynamics of working in the legal profession.
6. Occupy a senior position and be identified as a role model – This will ensure the training is treated with the seriousness it requires and has a meaningful impact, knowing it is championed by senior team members. It also reinforces the modelling of appropriate behaviours by senior members of the organisation, which is key in embedding a responsive culture.
7. Have a strong interest in organisational change – A personal interest will ensure enthusiasm and help with understanding and managing the process to bring about the cultural change required.
8. Have a good understanding of sexual harassment, bullying, discrimination and mental health in the legal profession – This will ensure accuracy and the ability to lead and respond appropriately in the workshop.
9. The gender and age of the facilitators may vary depending on the audience, but this should be considered in the preparation.



1

What was wrong in that scene?

2

What cultural traits allowed the behavior to exist?