

Managing workplace gender inequality and sexual harassment claims in the #metoo era

Association of Corporate Counsel In-house Counsel Day
9 May 2019

Craig Boyle
Partner, MinterEllison



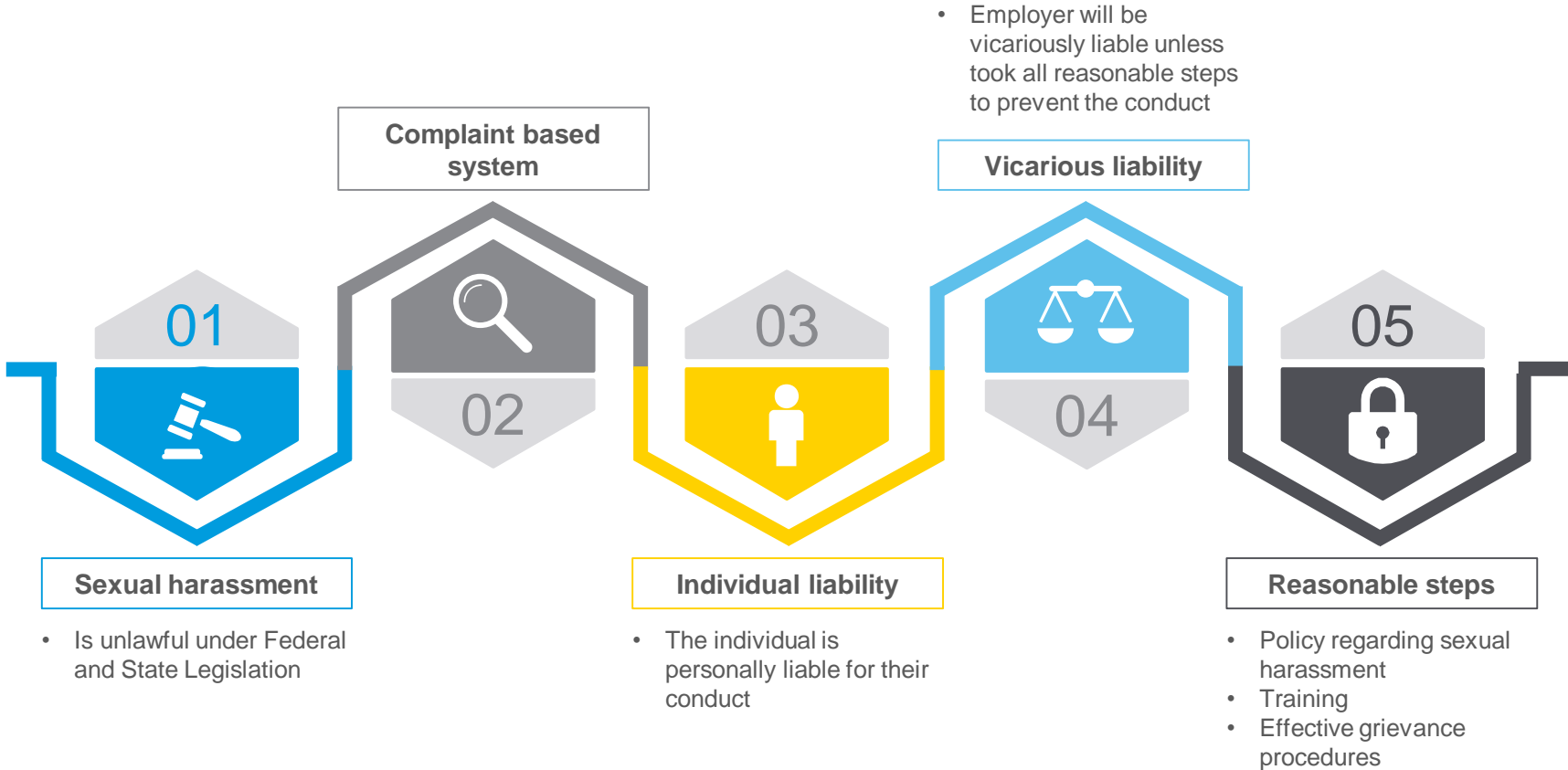
NOW
AUSTRALIA

#MeToo is the movement. NOW is the moment.

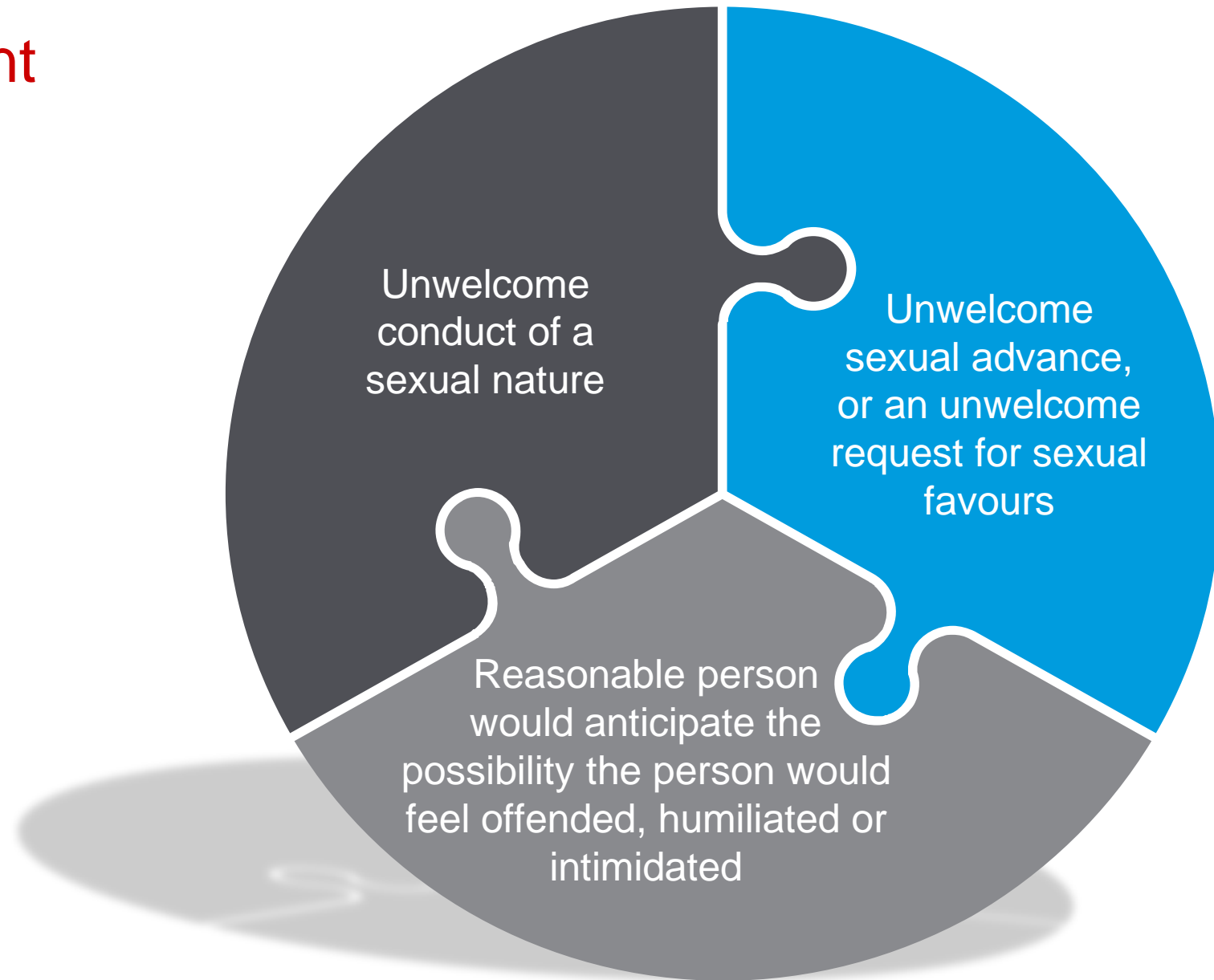
It's time to end sexual harassment, intimidation and abuse in our workplaces.



#metoo – recapping the fundamentals



Sexual harassment



#metoo – do we have a problem?



#metoo – what are we seeing



Dealing with complaints

- Lower threshold for action – less formal, anonymous, second hand
- Resulting challenges and problems in terms of investigation and fairness

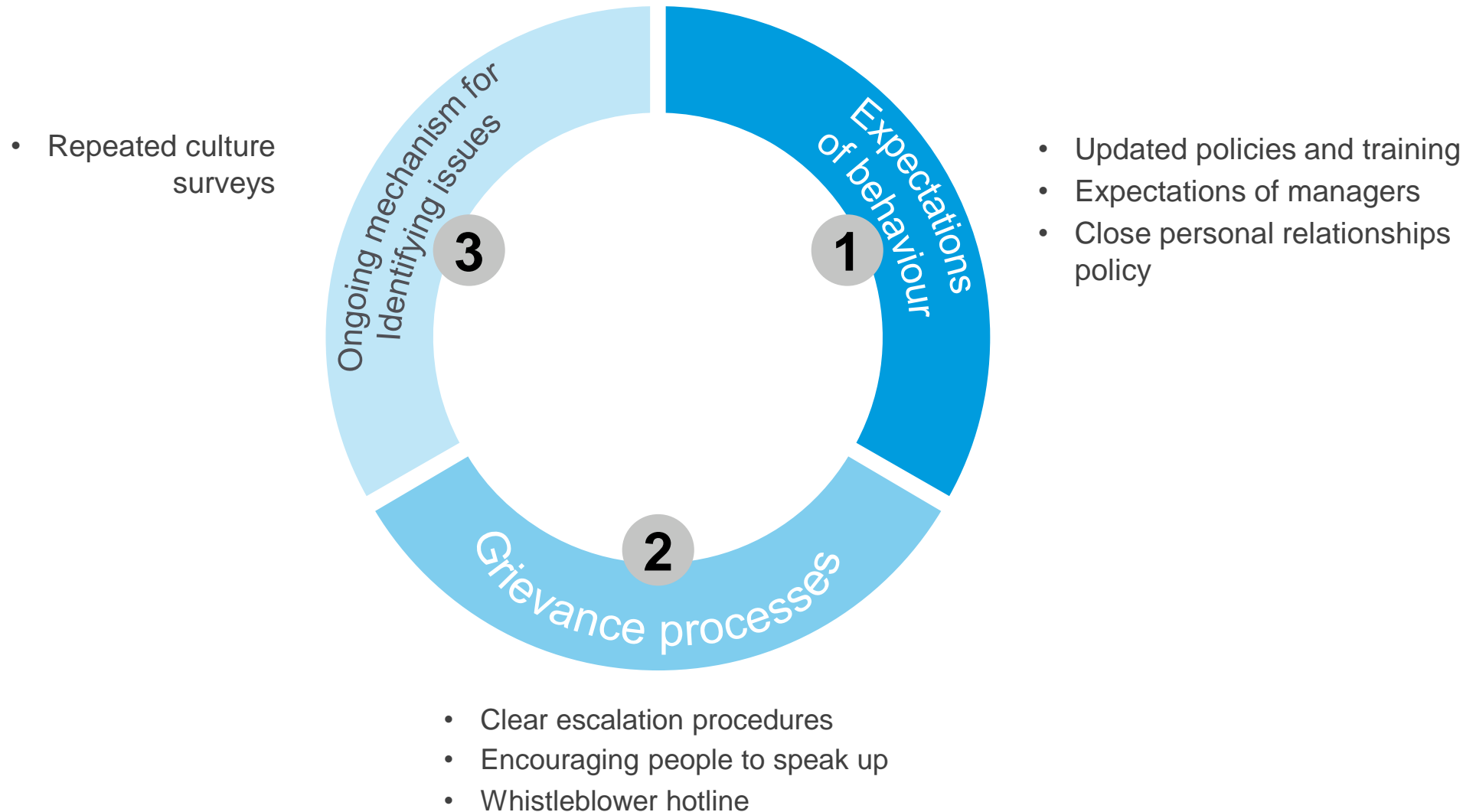
Resolution of complaints

- Lower threshold for consequences – especially for seniors
- Confidentiality / non-disclosure provisions in deeds

Historical complaints

- Many out of time in terms of ability to make a claim
- Some still relevant to investigate, others not
- Often seeking to be heard and reassurance that things have changed
- Offer of support

#metoo – recommendations for action



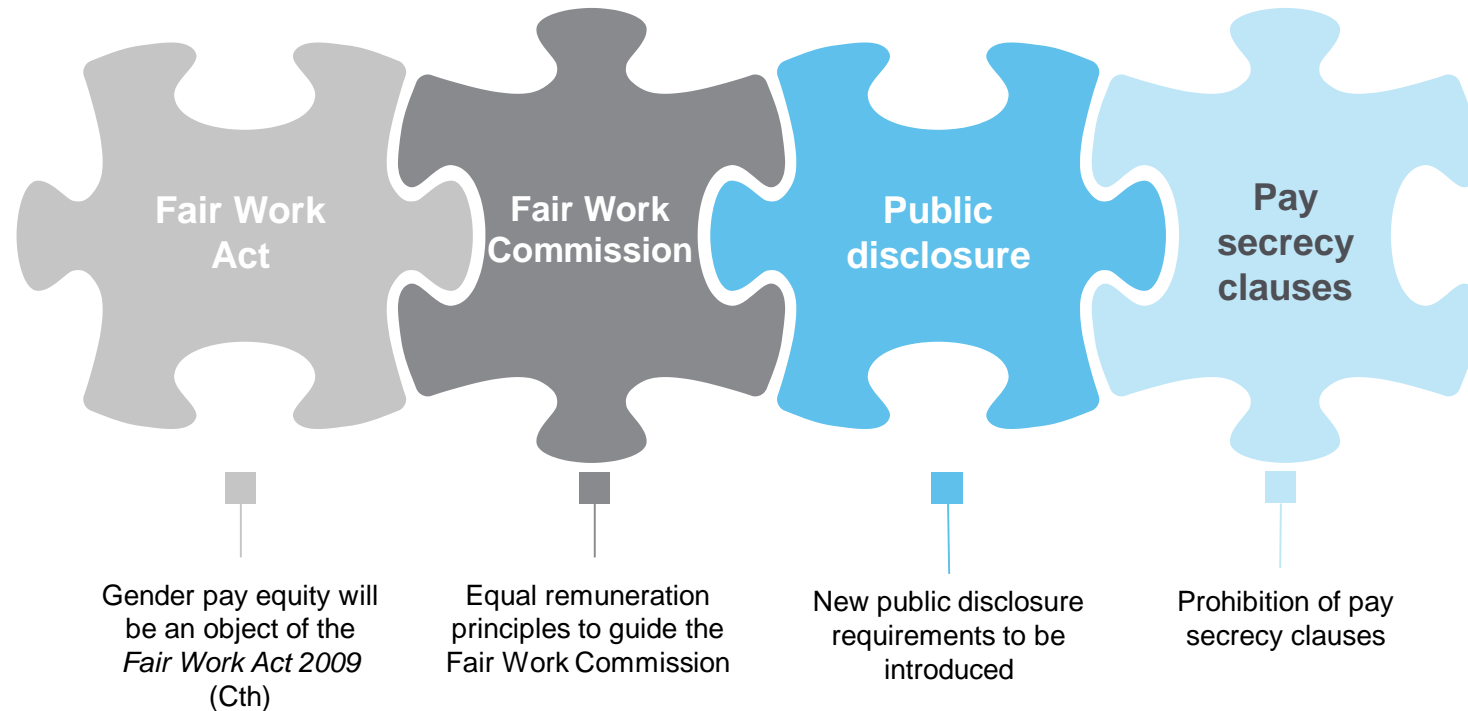
#metoo – National Inquiry into sexual harassment in workplaces



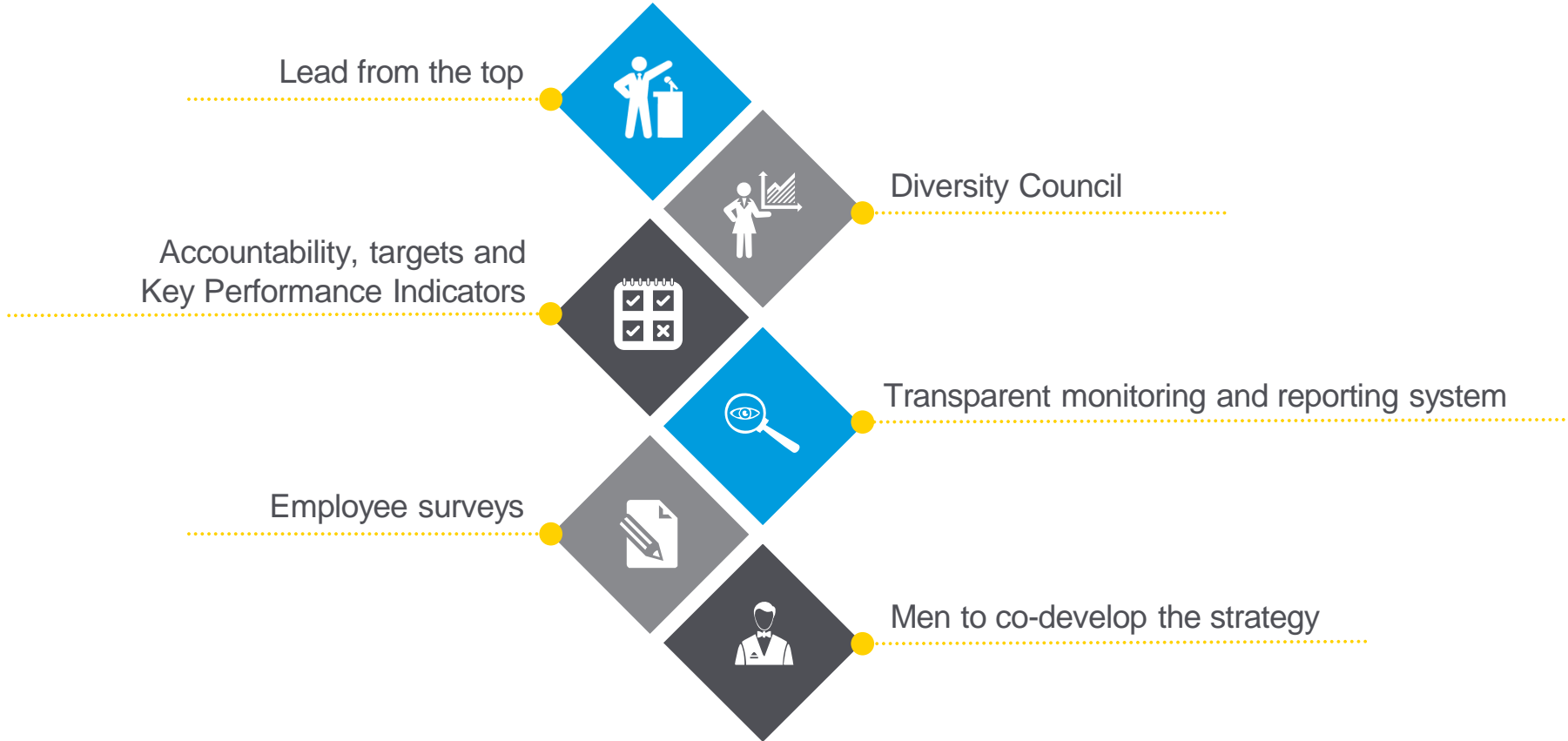
Workplace Gender Equality Act 2012 (Cth)



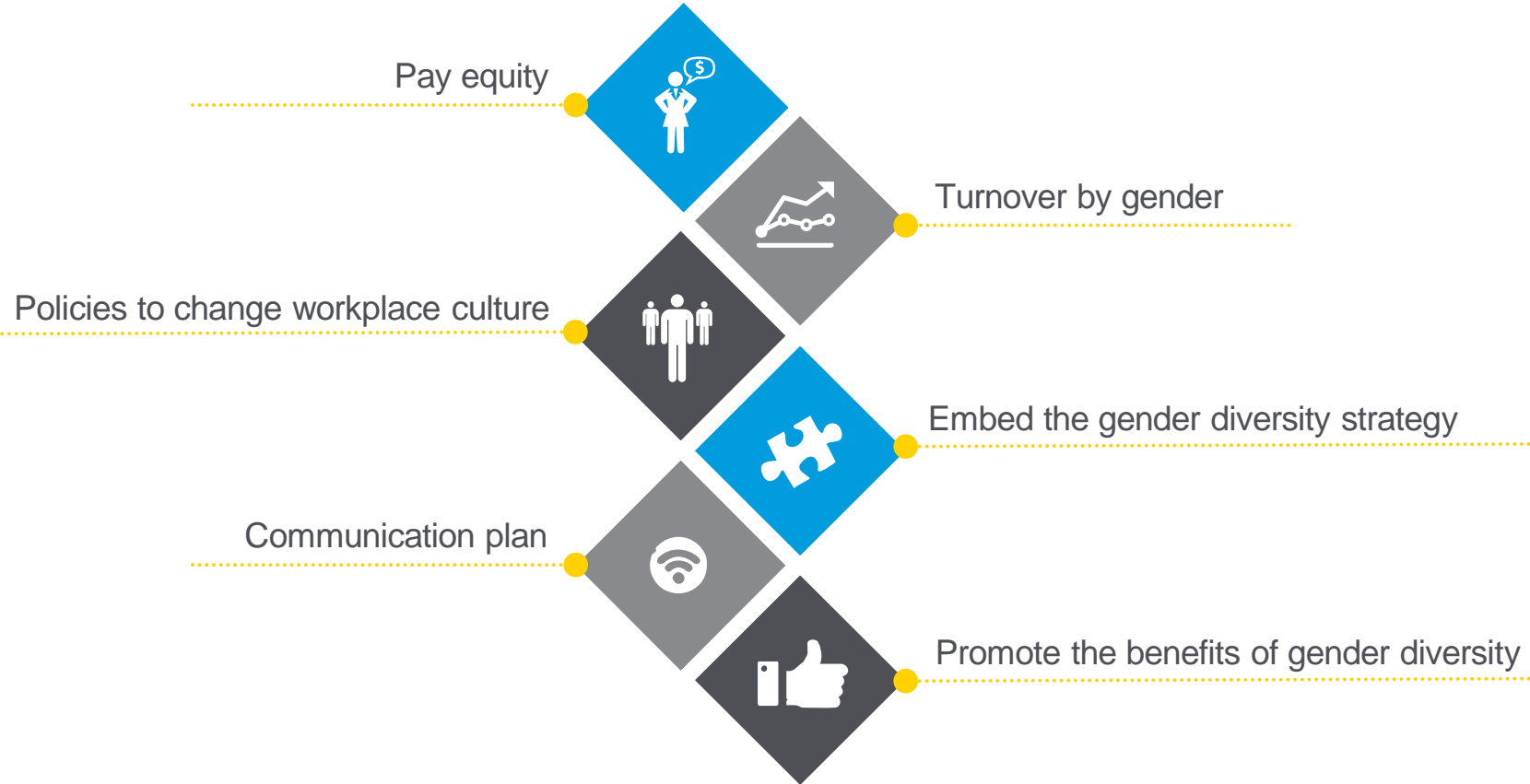
#metoo – ALP policy regarding the gender pay gap



#metoo – managing for diversity



#metoo – managing for diversity



Key Takeaways and Questions



Your presenter



Craig Boyle

Partner

T +61 8 6189 7910

M +61 422 130 009

E craig.boyle@minterellison.com

- Doyles Guide: Leading Employment Lawyer WA 2019; Leading Safety Lawyer WA 2019

If you would like further information about these materials please contact me by email or via LinkedIn

Disclaimer

These materials are 'high level' and for the purposes of a client seminar. They do not constitute specific legal advice on particular issues and should not be relied on for that purpose.

© Copyright in this material is retained by the authors.