

# Sexual Harassment: Changing workplace culture

Thursday, 23 September | 12.30-2.00pm  
Law Society House, Brisbane

## Overview

Recent surveys and high profile incidents have highlighted the prevalence of sexual harassment in the Australian legal profession, exposing a sub culture of non-reporting, passive bystanding and mistrust around the management of complaints.

This important workshop, developed by Queensland Law Society, includes filmed dramatisations produced for QLS by Donaldson Law featuring professional actors to assist in identifying inappropriate conduct and harmful workplace culture. Participants will learn how to be an active bystander and why and how culture and behaviour need to change so they can play their part to reduce the harm caused to individuals, organisations and the profession as a result of sexual harassment.

QLS thanks and acknowledges Donaldson Law for the production of the video sequences used in the workshop.

**1.5 CPD Points**



12.15-  
12.30pm

## Registration

12.30-2pm

## Sexual Harassment: Changing workplace culture



At the completion of this interactive workshop, participants will have the knowledge and understanding of substantive content in respect of:

- what constitutes sexual harassment;
- the statistics and surveys providing empirical 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 5D's 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 and those dealing with incidents of sexual harassment or bullying.

2pm

## Close

# Presenters

## Lauren Phelps

Legal Workplace and Culture Consultant, Queensland Law Society



Lauren is the Legal Workplace and Culture Consultant for the Queensland Law Society. Lauren is an advocate for cultural change, and is very passionate about educating practitioners to understand the importance of wellbeing and resilience in the legal profession. Prior to her role at QLS, Lauren was a Director and Principal at one of Queensland's leading Criminal Law firms. Having spent 14 years in the criminal defence space, with 4 of those as Partner, and then Director and Principal, Lauren understands the risk, responsibility and stressors that can come with running a law firm.

## Ben Deverson

Director and Founder, Lawganised



Director and Founder of Lawganised, Ben Deverson, has had a 25-year executive career of which over half has been managing and leading professional services firms. Prior to launching Lawganised Ben was the principal and Managing Director of a boutique law firm based in Fortitude Valley, Brisbane.

Whilst not being a qualified lawyer, Ben is a management specialist and has gained an intimate knowledge of the challenges that law firms face day today. Ben's strengths include strategic and business planning, practice management systems, cash flow management, process automation, human resources, performance metrics, leadership and legal practice risk management.

Ben's career has been unique in that he has held leadership and management roles from very early in his career including an Australian Army Officer, Chief Operating Officer and Practice Manager for two global accounting firms, a senior commercial manager of a major Queensland infrastructure project and General Manager of an independent Statutory Body.