

27 August 2020

Michael Tidball
Chief Executive Officer
Law Council of Australia Limited
DX 5719
CANBERRA ACT 2600

By email to: Tarryn.Gaffney@lawcouncil.asn.au

Dear Mr Tidball

ADDRESSING SEXUAL HARASSMENT IN THE LEGAL PROFESSION: MEASURES PROPOSED TO DRIVE CULTURAL CHANGE IN THE LEGAL PROFESSION

I refer to the Memorandum dated 23 July 2020.

On behalf of the Law Society of Western Australia, I write to formally indicate our support and agreement to the development of the Addressing Sexual Harassment Portal.

The resources, links and other information addressing sexual harassment in the legal profession that we would like included on the Addressing Sexual Harassment Portal include:

- "Statement to the WA Legal Profession from the Executive of the Law Society of Western Australia on Sexual Harassment in any Profession, any Workplace" published on 25 June 2020 (<https://www.lawsocietywa.asn.au/news/statement-to-the-wa-legal-profession-from-the-executive-of-the-law-society-of-western-australia/>).
- The Australian Women Lawyers Ltd 2019 paper "Seven Strategies for Addressing Sexual Harassment in the Legal Profession", endorsed by the Law Society of WA in 2019 (<https://australianwomenlawyers.com.au/wp-content/uploads/2019/07/Seven-Strategies-for-addressing-Sexual-Harassment-in-the-Legal-Profession-AWL-9-July-2019.pdf>).
- Our Submissions addressing the current legal framework with respect to sexual harassment and recommendations to address sexual harassment in Australian workplaces in response to the Australian Human Rights Commission's National Inquiry into Sexual Harassment in Australian Workplaces dated 19 December 2018 (<https://www.lawsocietywa.asn.au/wp-content/uploads/2015/10/2018DEC18-Submission-National-Inquiry-Sexual-Harassment-Australian-Workplaces.pdf>).
- "Final Directions Paper – The Law Society of Western Australia's response to the Women Lawyers of Western Australia's 20th Anniversary Review of the 1994 Chief Justice's Gender Bias Taskforce Review" adopted by the Law Society Council on 23 August 2016

(https://www.lawsocietywa.asn.au/wp-content/uploads/2015/10/2016NOV01_Law-Society-Directions-Paper.pdf).

- Women Lawyers of Western Australia Inc. "20th Anniversary Review of the 1994 Chief Justice's Gender Bias Taskforce Report" dated September 2014 (https://www.wlwa.asn.au/wp-content/uploads/2019/05/2014_GenderBiasReviewReport_September2014.pdf).
- The UN Women paper, published February 2020, "Stepping up to the Challenge: Towards international standards on training to end sexual harassment" (<https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/discussion-paper-towards-international-standards-on-training-to-end-sexual-harassment-en.pdf?la=en&vs=2351>).
- Resources available on the Equal Opportunity Commission's website, including but not limited to fact sheets and brochures, helpful contacts and websites, and making a complaint (<http://www.eoc.wa.gov.au/your-rights/fact-sheets>; <http://www.eoc.wa.gov.au/your-rights/helpful-contacts-and-websites>; <http://www.eoc.wa.gov.au/complaints-inquiries/making-a-complaint>).
- Resources available on the Australian Human Rights Commission's website, including but not limited to "Encourage. Support. Act! Bystander approaches to sexual harassment in the workplace" (2012) and "Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces" (2020) (<https://humanrights.gov.au/our-work/sex-discrimination>; https://humanrights.gov.au/sites/default/files/content/sexualharassment/bystander/bystander_june2012.pdf; <https://humanrights.gov.au/our-work/sex-discrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020>).
- Commonwealth of Australia, Australian Institute of Family Studies, in collaboration with Victoria Police, "Challenging misconceptions about sexual offending: Creating an evidence-based resource for police and legal practitioners" (2017).
- Victorian Equal Opportunity & Human Rights Commission, "Changing the rules – The experiences of female lawyers in Victoria" (2012).

I look forward to the Law Society of Western Australia working on the development of the Portal with the Law Council of Australia in addressing this very important initiative.

Yours sincerely



Nicholas van Hattem
President