

To: Directors
Executive
Presidents – Constituent Bodies
CEOs – Constituent Bodies
Section Chairs

From: Michael Tidball, Chief Executive Officer

Date: 23 December 2021

National Model Framework addressing sexual harassment

Action Request

Constituent Bodies are advised that the [National Model Framework Addressing Sexual Harassment for the Australian Legal Profession \(Model Framework\)](#), has now been published on the Law Council's [Time for change: Addressing Sexual Harassment](#) portal.

Background

The Model Framework was developed pursuant to the Law Council's [National Action Plan to Reduce Sexual Harassment in the Australian Legal Profession \(NAP\)](#), as a guidance material to assist the profession to proactively prevent and respond to sexual harassment. Organisations can either:

- adopt the Model Framework in its entirety as that organisation's own sexual harassment policy; or
- use the Model Framework to augment and/or refine their existing policies.

An auditing tool/checklist is included at **Appendix C** of the Model Framework, which enables organisations to identify any gaps in their existing policies. To the extent that any gaps are identified, organisations can then use the paragraphs of the Model Framework, as desired, to address those gaps.

Included in the appendices to the Framework are recommendations for complaints procedures, directed toward:

- organisations taking external complaints about sexual harassment - for example, disciplinary bodies (**Appendix A** of the Model Framework); and
- organisations dealing with internal complaints - such as workplaces (**Appendix B** of the Model Framework).

The Law Council has also published three Guidance Notes with the Model Framework, which have been developed to assist organisations and individuals using the Model Framework. These are:

Memorandum

- [Guidance Note 1](#) - Information for organisations implementing the Model Framework;
- [Guidance Note 2](#) - Information for persons wanting to make a complaint about sexual harassment; and
- [Guidance Note 3](#) - Information for persons facing a complaint about sexual harassment.

Contact

Should you have any queries, please contact Tarryn Gaffney on 02 6246 3752 or Tarryn.Gaffney@lawcouncil.asn.au.



Michael Tidball
Chief Executive Officer