



**AUSTRALASIAN ASSOCIATION OF
WORKPLACE INVESTIGATORS**

AAWI WEBINAR: ETHICS – A WORK IN PROGRESS

Wednesday 13 November 2019 at 1:00 AEST

Session Description:

In the course of most workplace investigations, an investigator will need to make decisions that involve complex ethical considerations. In order to provide guidance for investigators when making these decisions, the AAWI Ethics Committee has recently developed eight draft Ethical Guidelines. The guidelines will provide a framework for ethical decision-making and assist workplace investigators to navigate the expected and unexpected ethical issues that can arise during an investigation process.

This webinar will provide an overview of the eight draft Ethical Guidelines, highlight the reasons why the guidelines were developed and explain how they will sit with other professional ethical obligations and the forthcoming AAWI Best Practice Standards. The presenters will also lead a discussion of 'real life' ethical dilemmas that workplace investigators commonly face and provide suggestions on how to deal with them.

Learning Objectives:

By the end of this webinar, participants will:

- understand the content of AAWI's eight draft Ethical Guidelines
- be aware of how AAWI's draft Ethical Guidelines sit with other professional ethical obligations
- gain insight as to how to apply these guidelines to common ethical dilemmas in workplace investigations.

Members: Free

Non-Members: \$50.00 (USD)

**The fee is charged in US dollars as the Conference is being held under the auspices of the North American based Association of Workplace Investigators. At the time of printing, the conversion rate is 1 USD to 1.49 AUD and 1.59 NZD. We suggest you check the currency conversion on the day you register to be certain of the rate you will be charged in your currency.*

Presenters:



Graeme Colgan is an Auckland-based barrister and employment law specialist who practises in the areas of employment mediation, arbitration (as both arbitrator/mediator and counsel), opinions and independent employment investigations. From 1989 until 2005, Graeme was a Judge of the New Zealand Labour and Employment Courts and Chief Judge from 2005 until mid-2017. Graeme is an Associate Member of the Arbitrators' and Mediators' Institute of New Zealand and a member of its Complaints Committee, which deals with ethical issues affecting members. In 2018, Graeme was elected by the General Assembly of the United Nations to be a Judge of the UN Appeals Tribunal for a period of 7 years, commencing mid-2019. This is a part-time appellate tribunal dealing with employment issues within the UN and other international organisations. Graeme is a member of the management committee of AAWI, chairs the Auckland Circle of AAWI and is a graduate of AWI's training programme (Whistler, BC, Canada, July 2018).

Maria Austen is a Wellington based barrister specialising in Employment Law and Investigations. Maria works predominantly with Ministries, Crown Entities, Public Service Departments, State Sector Organisations and Corporate Employers providing employment law advice across all areas. Maria has wide experience as an Investigator in employment matters including undertaking a variety of high-profile investigations for government entities and regulators. Maria is on the Wellington Employment Law Committee, co-chairs the Wellington Circle of AAWI, sits on the AAWI ethics committee and is a graduate of the AWI's training programme (Monterey, California, February 2017).



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