



**AUSTRALASIAN ASSOCIATION OF
WORKPLACE INVESTIGATORS**

FREE AAWI WEBINAR: Learning from #metoo - Legal issues and lessons for investigators who undertake inquiries into allegations of sexual harassment

Friday 15 May 2020 at 1:00 AEST pm

Session Description:

Workplace investigations into allegations of sexual harassment at work are notoriously complex and challenging. Inevitably, these investigations involve negotiation of competing interests, expectations and objectives. They also present distinct legal challenges. This webinar takes an in-depth look at key legal issues for workplace investigators who undertake inquiries into allegations of sexual harassment.

Firstly, it will examine the report of the Australian Inquiry into Sexual Harassment at Work published by the Australian Human Rights Commission (AHRC), with specific attention on key findings regarding the multi-dimensional impacts and implications of engaging in a workplace investigation in response to allegations of workplace sexual harassment.

Secondly, this webinar will discuss key legal issues for workplace investigators conducting investigations into allegations of sexual harassment using a specific case study, being the high-profile investigation conducted in Melbourne into allegations of sexual harassment by lord mayor Robert Doyle between 2016 and 2019.

This webinar is intended to be interactive and there will be time for questions and discussion from attendees.

Learning Objectives:

By the end of this webinar, participants will:

- Identify the legal issues highlighted by the AHRC's report relevant to investigations into allegations of workplace sexual harassment;
- Gain insight into the relevant findings from the AHRC report for workplace investigators and employers that engage them;
- Understand the legal challenges to the finalisation of the investigation(s) pursued in the Robert Doyle investigations, and what can be learned from these interlocutory issues; and
- Be aware of the issues that arise from the application of the standard enunciated in *Briginshaw v Briginshaw* (1938) 60 CLR 336

Presenter:



Adriana Orifici is a Lecturer in the Department of Business Law and Taxation at Monash Business School and member of the Labour, Equality and Human Rights Research Group (LEAH). She currently teaches Employment Law and Human Resources Management Law. Adriana is completing her doctoral studies in the Centre for Employment and Labour Relations Law (CELRL) at Melbourne Law School. Her PhD research examines the legal framework of workplace investigations and uses doctrinal and empirical research methods. From 2007 to 2013, Adriana worked as a lawyer and senior associate at a leading law firm in Melbourne. Her practice was in the area of employment law, discrimination law, work health and safety, privacy law and coronial inquests. She has extensive experience in acting for clients in the public and private sector in all employment-related matters. Adriana holds a Bachelor of Arts (Hons) and Bachelor of Laws (Hons) and Master of Laws from Melbourne Law School.

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