



CLA HARASSMENT AND BULLYING POLICY

PREAMBLE

The CLA continues to review its policies with a view to keeping up to date with best practices. In that context the CLA has adopted the anti-harassment and bullying policy below to make it clear that the CLA expects the highest standards from members and delegates attending any CLA meeting event or conference. In accordance with accepted practices the CLA will not tolerate any harassment or bullying behaviour.

POLICY

The Commonwealth Lawyers Association (CLA) is a membership organisation for professional lawyers, academics and students practising within the Commonwealth. The Commonwealth Law Conference (CLC) provides an opportunity for these professionals to engage in professional development and network building opportunities. Members and delegates of CLC from the esteemed legal profession are expected to uphold the highest levels of professional conduct this includes adhering to any relevant code of conduct of the organisation they are representing, their regulating body and at the conference. All conference delegates are expected to show respect to their peers and courtesy to all other delegates, CLC staff and those involved in hosting the events and sessions throughout the duration of the conference. All delegates are required to conform to this policy and the CLA will enforce this policy in the event any such matter is reported during or after the event as deemed appropriate.

The CLA is dedicated to providing a bullying and harassment-free conference for every delegate regardless of their age, race, gender, sexual orientation, religious belief, disability, physical appearance, nationality, ethnic or national origin, gender assignment or any other personal attributes. The CLA deplores all forms of bullying and harassment and aims to ensure that the conference environment is sympathetic to all delegate, participants and staff involved. The aim of this policy is to inform everyone involved in the CLA and CLC of the type of behaviour that is unacceptable and to provide those who are regrettably victims of harassment, sexual harassment, or bullying, with a means of redress.

This policy is based on the Legal Profession's fundamental values of every person's right to dignity, mutual respect, and equality. The objective of this policy is to implement the values

of the legal profession in relation to injurious acts in the form of sexual harassment and bullying.

Harassment is described as engaging in conduct that induces in a person the fear of imminent harm or feelings of annoyance and aggravation, inclusive of sexual harassment.

Sexual harassment includes physical or verbal conduct or contact of a sexual nature which creates an environment which is hostile, intimidating or humiliating for the recipient. This is inclusive of having physical contact, making advances, comments, or innuendos without the consent of the recipient; or being offensive, humiliating or intimidating to a person in a suggestive manner or, threatening or imposing a condition on a person for doing or undertaking anything or creating a hostile environment for a person.

Bullying is understood to be targeted and persistent offensive intimidating, malicious or insulting behaviour and can include the abuse or misuse of power to undermine, humiliate, denigrate, or injure the recipient.

This Policy shall entitle a person who has been subjected to any form of harassment or bullying to raise a grievance and be guaranteed appropriate disciplinary procedures and or action against the perpetrator.

Participants, delegates, and staff asked to stop any harassing behaviour are expected to comply immediately.

Attendees or staff violating this policy may be asked, at the discretion of the conference organisers, to leave the conference without refund and further action may be taken in accordance with this Anti-Harassment and Bullying Policy. The CLA encourages members or delegates who see or suspect any such inappropriate behaviour that may violate this policy, to feel confident and safe to report it according to this policy.

MAKING A REPORT

The CLA recognises that complaints of bullying, harassment, and particularly sexual harassment, can sometimes be of a sensitive or intimate nature. This policy requires that incidences of sexual harassment or bullying are reported without the fear of stigmatisation reprisal, ostracism, punishment, or victimisation. In these circumstances, any person who believes they have been offended is encouraged to raise such issues informally with a conference organiser as a confidential helper.

Where the informal approach fails or if the incident is of a more serious nature, you should bring the matter to the attention of the Secretary General in the first instance, who will arrange for a suitable person or persons to investigate as a formal grievance.

If a participant engages in behaviour that violates this policy, the CLA will ensure the principles of procedural fairness are adhered to and acknowledges swift and immediate action may be required.

The CLA is committed to ensuring delegates, members, participants and staff are not discouraged from making a report and no one will be victimised for having brought a complaint.

False accusation of harassment or bullying will also be treated seriously.

If you believe or have concerns that you or someone you know is being harassed, or have any concerns, please immediately contact a member of the CLA conference staff or use the email or phone number below. All reports are confidential.

If at any point in time you feel your safety is at risk, please do not hesitate to contact the local law enforcement. If you do so, please also report the incident to the CLA conference staff as soon as possible.

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