



No more secrecy. No more silence. No more harassment.

Sexual harassment of junior lawyers by senior staff, is an abuse of power, plain and simple. Even simpler, is the fact that this behaviour should not be happening in the legal profession. It needs to stop now.

The CWLA strongly supports the initiatives of the New Zealand Law Society and its plan of action announced late last week which includes-

- Development of an online portal and dedicated helpline which enables reporting of concerns related to workplace harassment. The objective is to make it easier for people to raise and discuss sensitive matters arising in their workplace.
- Organisation and facilitation of meetings of key interest groups such as those for women lawyers and young lawyers to look at the issues, what needs to be done and to develop appropriate resources.
- A national survey of all lawyers which looks at the current workplace environment for legal practice. As well as seeking information on harassment, this will also include questions on stress and wellbeing.

The CWLA is committed to supporting our members and other women in the legal profession who have experienced any harassment or who have seen any behaviour that has made them and others feel uncomfortable. We also encourage others, especially senior members of the profession to speak up, stop this behaviour from happening and if someone comes to you for help – act on it. We all know this sort of behaviour is wrong, and it is time for us to hold each other accountable.

In addition, the CWLA Committee has appointed a Mentoring Programme Subcommittee to prepare a framework for a mentoring programme for CWLA members.

If anyone wishes to contact CWLA then please do so, we are here to support you.

The CWLA Committee

7 March 2018