



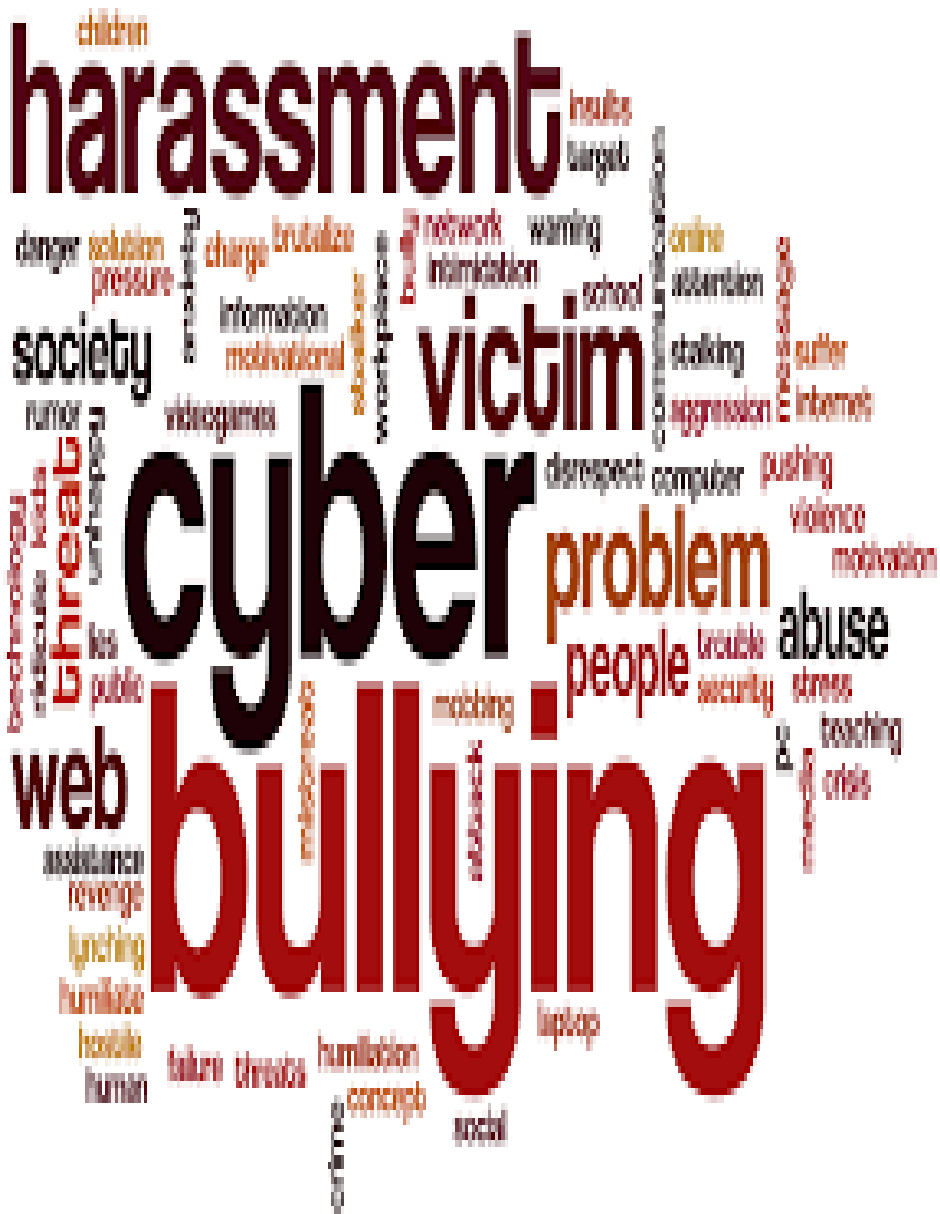
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EMPLOYMENT LAW

EEA HEALTH & SAFETY WORKSHOP 2019

Bullying & Harassment: time for a new approach

Presenter

Steph Dyhrberg Partner



Why are we having this conversation?

- Recent events & research tell us there is a serious problem of sexual harassment and bullying in NZ workplaces
- People stay silent because of fear and a lack of power
- The tide is turning
- We should see this as a positive opportunity for change
- Our shared goal is to ensure everyone is safe at work



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How do we know we have issues?

Images credit: NZLS CLE





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Steps to prevent sexual
harassment occurring

**Leadership: role modelling respectful
behaviour and safe to speak up culture**

**Education, discussion – what is harassment,
how it affects people**

Responsible management of social functions

Safe low level resolution is a priority

Accountability for serious harassment

making anti-bullying policies, processes and systems transparent

building good relationships in a respectful work environment including having a 'no-bullying tolerated' work culture

making sure your workers know how to report bullying

Minimise the likelihood of bullying by...

developing good managers

making sure everyone knows their responsibilities

educating workers (including managers and HSRs) about bullying

providing support



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Our current policies and processes are often not working: what do we need to do differently?

Policies need to be people focussed, clear and easy to use

Health & safety and human rights legislation requires proactive steps to prevent harm

Waiting for harassment or bullying complaints is not managing risk or minimising hazards



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Our current policies and processes are often not working: what do we need to do differently?

Recruiting/promoting, training and developing managers with EQ

Incentivising and rewarding good people management and teamwork

Building workplace communication skills – how we talk to each other, how we resolve disputes – empowering teams to self-facilitate



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Our current policies and processes are often not working: what do we need to do differently?

Address a situation which could cause harm when an issue becomes known

Safe to speak culture – raising concerns is a good thing

Using technology – programmes, apps, integrity lines



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