



MEDIA RELEASE

2 July 2020

The Court today has issued a policy dealing with inappropriate workplace conduct in the Court. The policy is available on the Court's website.

The policy applies to all aspects of unacceptable workplace conduct; discrimination, bullying, harassment, sexual harassment, victimisation and vilification.

The policy encourages persons who may be affected by such conduct to make a complaint and provides a mechanism to do so. That includes a facility for complaints to be made to an independent person engaged by the Court who will also be available to advise the complainant of the steps which can be taken in relation to it and to bring forward the complaint to the Chief Justice and another judge nominated by him for review and appropriate investigation. The policy provides for informal and formal investigation, formal investigation being carried out by an independent external adviser appointed by the Chief Justice or investigation by the Judicial Commission.

The policy whilst effective immediately will be subject to an ongoing internal and external review to ascertain areas in which it could be improved.

In releasing the policy the Chief Justice stated that the conduct of the nature of that referred to in the policy is abhorrent and entirely unacceptable in any workplace but particularly in a Court in which a high standard of integrity and probity is essential. The Chief Justice stated that in addition to the policy, the Judicial Commission of NSW is preparing educational material for judges on workplace conduct and that he will be requesting the National Judicial College of Australia to include sessions on this issue in their induction programme for new judges.