



EMPLOYMENT LAW - PREVENTING BULLYING & HARASSMENT AND PROTECTING DIGNITY IN THE WORKPLACE

HALF DAY VIRTUAL FACILITATOR-LED WORKSHOP

23 NOVEMBER 2021

A new Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work has been in place since later 2020. The aim of this workshop is to inform HRM and line managers as to how harassment and bullying at work are defined and to set out the procedures by which bullying at work should be managed and the preventative measures and actions that should be taken. The formal process, which should be implemented, will also be outlined and the role of the Health and Safety Authority (HSA) and Workplace Relations Commission (WRC) will be clearly explained.

WORKSHOP SCHEDULE

This half-day online workshop will take place on 23 November 2021. It will be delivered using MS Teams, will commence at 10:00 a.m. and conclude at 1:00 p.m. Participants will be advised to connect on the day from a PC or Laptop. They should have Wi-Fi, Webcam and Microphone available so that they can fully participate in the online workshop activities and discussion.

LEARNING OUTCOMES

Upon completion of this workshop, participants will have:

- Developed a knowledge and understanding of key aspects of the law and the Code of Practice relating to preventing bullying and harassment and protecting dignity in the workplace;
- An understanding of what constitutes bullying and harassment;
- An appreciation of the essential elements in workplace procedures and practices designed to prevent bullying and harassment and to deal effectively with matters where the rights of employees or others are allegedly compromised;
- An understanding of the role of the Courts and the Health and Safety Authority (HSA) and Workplace Relations Commission (WRC) in relation to addressing allegations of bullying and harassment in the workplace.

CONTENT AREAS

During the Workshop, the focus will be on:

- Defining bullying and harassment - looking at legislation and the new Code of Practice
- Understanding an employer's duty of care including statutory duty
- Analysing vicarious liability - when is an employer liable for the conduct of its employees?
- Considering the attitude of the Courts to bullying and harassment in the workplace – recent case law
- Auditing workplace policies and procedures
- Considering preventative and reconciliatory best practice and tools for compliance

WORKSHOP LEADER

Sharon Dillon-Lyons BL has extensive experience of advising and representing employers on all aspects of employment law. Sharon is also an Associate Specialist of the Institute of Public Administrations HRM Training & Consultancy Unit.

WORKSHOP FEE

The cost of attendance at this half-day online workshop is €210 per person.

CANCELLATION POLICY

Please note, that in the event of a cancellation less than 48 working hours before the commencement of a workshop, a 15% cancellation fee will be charged. Cancellation fee will also apply to non-arrivals on the day.

BOOKINGS AND FURTHER INFORMATION

Bookings must be received in writing and should be made via the IPA website [here](#).

Places are limited and early booking is recommended to secure a place.

For additional information, please contact

Central Bookings Office, Training and Development Division | training@ipa.ie

Institute of Public Administration, 57-61 Lansdowne Road, Dublin D04 TC62 | www.ipa.ie