

## PRESENTERS



### **Susan Hornsby-Geluk, Dundas Street Employment Lawyers, Wellington**

Susan is a specialist Employment Lawyer. She acts mainly for employers across all facets of employment law but also has particular experience in advising and acting as an advocate in industrial negotiations. Susan is often sought out to advise on complex/high profile matters and is known for her pragmatic and strategic approach to implementing business solutions.



### **Ros Webby, Senior Associate, Dundas Street Employment Lawyers, Wellington**

Ros is a specialist employment lawyer with over 15 years' experience in employment relations and human resources. Her significant in-house experience gives her a practical approach which allows her to deliver strategic outcomes for her clients which are business focussed. Ros has considerable industrial relations experience which supports the strong leadership position that Dundas Street has in this space.

# CONTENTS

<b>1. WORKPLACE BULLYING – NEW GUIDELINES.....</b>	<b>1</b>
ABSTRACT/INTRODUCTION .....	1
THE GUIDELINES.....	1
BULLYING – WHAT IT IS, AND WHAT IT ISN'T .....	2
CURRENT LAW.....	2
THE GUIDELINES' DEFINITION OF BULLYING.....	2
EXAMPLES OF BULLYING BEHAVIOURS .....	3
EXAMPLES OF BEHAVIOURS THAT WILL NOT GENERALLY CONSTITUTE BULLYING.....	4
SCENARIO .....	4
SCENARIO – ANSWER.....	5
<i>Bullying under new guidelines?</i> .....	5
HOW IS BULLYING TO BE DEALT WITH?.....	5
EMPLOYEES .....	5
EMPLOYERS .....	6
INVESTIGATING BULLYING COMPLAINTS.....	6
WHAT HAS CHANGED? .....	7
<i>Definition of bullying</i> .....	7
<i>Institutional bullying</i> .....	7
<i>Advising on workplace bullying</i> .....	8
<i>Investigating workplace bullying</i> .....	9
<i>Litigating bullying claims</i> .....	9
LIST OF BULLYING DECISIONS .....	9