

PROGRAMME OUTLINE

	Bullying, Discrimination and Harassment	Practice management & business skills	Professional skills	Practical legal ethics
In-Person	<u>Bullying and Harassment Case Law Update</u> Emily Slaytor	<u>The use of the Trade Marks and Images of others on the Internet</u> Tim O'Callaghan, Laura Coppola	<u>Competition law essentials: equipping in-house counsel to de-risk your business</u> Tom Griffith, Isabelle Gatley	<u>Ethical challenges for in-house counsel – and how to navigate them</u> Kerry Jacobs
Date / Time	Wednesday, 5 March 2025 1.00pm to 2.00pm ACDT	Wednesday, 5 March 2025 2.05pm to 3.05pm ACDT	Wednesday, 5 March 2025 3.20pm to 4.20pm ACDT	Wednesday, 5 March 2025 4.25pm to 5.25pm ACDT
Description	<p>Recent legal developments continue to shape how organisations must address workplace bullying and harassment. But what do these changes mean in practice?</p> <p>In this session, we will cover:</p> <ul style="list-style-type: none"> Recent case law dealing with bullying and harassment, including key takeaways for employers Well-established principles regarding reasonable management action and how they apply in practice Psychosocial risks associated with bullying and harassment in the workplace Novel conduct that has been found to constitute bullying, as well as circumstances where conduct will not amount to bullying or harassment The recent High Court decision in <i>Elisha v Vision Australia Ltd</i> and the lessons it provides for employers managing inappropriate workplace conduct and potential liability for psychological injury <p>This session will be relevant for anyone in an in-house legal counsel role, even if not directly responsible for working with people & culture teams, HR practitioners, and managers. In South Australia, practitioners are required to undertake one hours' CPD activity relevant to Bullying, Discrimination and Harassment each CPD year.</p>	<p>In-house counsel need to be vigilant to ensure that business units understand the risks of using the Trade Marks and Images of others on the Internet.</p> <p>In this session, we will cover:</p> <ul style="list-style-type: none"> An IP 101 Most common occasions when the IP rights of your organisations are likely to be infringed Most common occasions when your organisation is likely to be at risk of infringing the IP rights of others IP issues arising from the use of content generating AI Tools Managing the use by business units of website based "Click to accept" IP licences and common user Creative Commons Licences A case study about licences to use fonts <p>This session will be relevant for all in-house counsel roles and marketing experts.</p>	<p>Competition law affects many layers of business – negotiating entry into contracts, submitting tenders, and trying to beat out competitors. Driving a hard bargain is one thing but how hard is too hard?</p> <p>This session will be a practical review of anti-competitive conduct provisions in the Competition and Consumer Act 2010 (Cth), to show how competition law issues can emerge in practice. With increased penalties in place, it is as important as ever for in-house teams to be equipped to identify and address practices that could attract attention from the regulator, the Australian Competition and Consumer Commission.</p> <p>In this session, we will cover:</p> <ul style="list-style-type: none"> Key forms of anticompetitive conduct, including cartel conduct, misuse of market power, and exclusive dealing Penalties for businesses and individuals, including personal liabilities for directors and executives Options for responding to potential breaches and when to call in external help <p>This session will be relevant for in-house counsel and teams dealing with risk management or procurement-related issues.</p>	<p>In-house counsel must comply with the same ethical obligations as other lawyers. However, in-house counsel face unique ethical challenges due to the nature of their role within an organisation that do not arise in private practice.</p> <p>What insights can we gain, and lessons can be learned, from recent cases, government inquiries and Royal Commissions where the conduct of in-house counsel was called into question? What are some of the practical ways in which in-house counsel can navigate ethical issues that may arise to ensure they remain compliant with their ethical obligations?</p> <p>In this session, we will cover:</p> <ul style="list-style-type: none"> A refresher of the ethical obligations of in-house counsel, including requirements around independence Common scenarios that can give rise to ethical challenges Key takeaways from recent cases, government inquiries, and Royal Commissions Practical steps and resources available to help navigate ethical issues <p>This session will be relevant for all in-house counsel.</p>

We welcome you to join us for networking drinks on the balcony following the final session of the day