



## Centre for Labour, Employment and Work

### Workshop: Dealing with damaging behaviours in the workplace – mediation and restorative practices

Adverse social behaviours in the workplace are damaging to the employees and the organisation. They can be by one or more individuals and be one-off or systematic patterns of behaviour. They can be physical, psychological and/or sexual in their nature and can involve violence and abuse as well as humiliation, bullying and disrespect. Many workplaces struggle to deal with these situations and this workshop looks at the role of mediation and restorative practices as interventions in such situations.

We are pleased to be partnering with the Employment Mediation Service of the Ministry for Business, Innovation and Employment (MBIE) and the Chair for Restorative Justice at Victoria University of Wellington in the presentation of these seminars. The presenters are **Judy Dell**, Principal Mediator at the Employment Mediation Service in MBIE; **Jon Everest**, a Senior Consultant with the Chair of Restorative Justice at Victoria University of Wellington.

The workshop will be available in Christchurch (July 26), Auckland (August 2) and Wellington (August 9) in the afternoons (1.30-4.45pm) of our annual Employment Agreement Update seminars. It is ideal for HR and ER specialists, union organisers, and employment lawyers.

#### **Outline of workshop programme:**

**Part 1 – 1.30-2.00pm** - Introduction: What are harmful behaviours why is it important to deal with them.

#### **2:00-3:00pm: Mediation and Restorative processes**

How does each system work? When are they best used? How can you access them?

Presenters: Judy Dell and Jon Everest

#### ***Afternoon tea break 3 -3.15pm***

#### **Part 2 – 3.15pm-4.45pm**

## **Case studies**

In groups of 4-5 attendees discuss a case study and develop a stepped plan to deal with the case including scenarios if a step fails.

Groups reporting back on their cases with discussion.

Panel discussion – A group from differing perspectives (the presenters along with practitioners from legal and/or HR and/or union perspectives and experience) discuss the cases and the strategies Presented by the group.

## **Dates and Venues**

**Thursday 26 July**, 1.30-4.45pm (lunch available from 12.30pm) Chateau on the Park, Deans Ave, **Christchurch**

**Thursday August 2**, 1.30-4.45pm (lunch available from 12.30pm), Crowne Plaza Hotel, Albert St, **Auckland**

**Thursday August 9**, 1.30-4.45pm (lunch available from 12.30pm), Rydges Hotel, Featherston St, **Wellington**

**Maximum number** of registrations for each is 30. [Registration here>>](#)

**Cost:** \$260+gst