



M1008: SEXUAL HARASSMENT AT THE WORKPLACE

Date & Time: 16th March 2010 (15.00 – 17.00)

(2 hours of structured CPE qualifying under Professional Competencies in terms of MIA CPE Regulations)

Venue: BPP Training Centre (Lower Ground at the MIA premises)

Speaker: Dr. Charlotte Camilleri

BACKGROUND INFORMATION

Being an *equal opportunities employer* is good but this alone does not suffice. All employees, regardless of their gender, should be treated with dignity and respect and employers have to ascertain that they themselves as well as their employees are protected against any potential harassment particularly that SEXUAL in nature. Sexual harassment will undoubtedly affect the organization negatively as it might impinge on morale even leading to higher rates of absenteeism, job turnover and/or low job performance. At EU level, the Commission has deemed it necessary to propose to Council and Parliament to regulate the issue by imposing obligations on employers so as to, as far as possible, safeguard employees rights. Consequently these Regulations and Directives have been transposed into domestic legislation.

OBJECTIVES OF THIS SEMINAR

During the session participants will primarily be given an overview of what constitutes Sexual Harassment and secondly delve into what their obligations are, be it employers or members of management.

COURSE CONTENT

During this session the speaker will deal with the following:

- What the Employment and Industrial Relations Act has to say
- What sexual harassment is
- What sexual harassment is not
- The effects of sexual harassment
- Responsibilities of management
- Responsibilities of staff
- How to draft a sexual harassment policy. What should it include?
- The Industrial Tribunal, Prima Facie Evidence and shifting of the burden of proof
- An analysis of ECJ judgments and local Industrial Tribunal cases dealing with harassment that is sexual in nature.

TARGET AUDIENCE

This seminar is relevant to employers and Members of Management

FEE & OTHER BOOKING INFORMATION

Fee: Members: € 18.50, Non-members: € 37.00, Students: € 10.00

Attendance to this seminar is limited to 110 participants. Kindly place your reservation and affect payment through the [MIA Website](#) by close of business on Monday 15th March 2010. The Institute is not accepting individual bookings by telephone or e-mail. Only group bookings can be made via [e-mail](#).

Participants can make use of the Institute's parking (Level -5)



SPEAKER'S PROFILE



Dr. Charlotte Camilleri

Dr. Charlotte Camilleri joined the Malta Employers' Association as an Executive in EU & Legal Affairs in February 2006. Dr. Camilleri obtained her Doctorate in Laws from the University of Malta in December 2005. Her studies included a six-month mobility period at the Università degli Studi di Salerno, Italy where she successfully completed *Diritto Comparato del Lavoro*, *Diritto Penitenziario* and *Diritto dell'Informazione e Della Comunicazione*. Her thesis deals with a comparative analysis of the Part Time Directive, Fixed Term Employment Contracts' Directive and Collective Redundancies Directive and their implementation in Maltese, UK and Italian Labour Laws. She furthered her European Studies at the University of Malta and at Il

Perugino Institute at Citta della Pieve, Perugia. She regularly attends training courses on recent developments in European Labour Law and on Anti-Discrimination Regulations and Directives organised by the Academy of European Law, Trier-Germany. She is currently Reading for a Magister Juris in European and Comparative Law at the University of Malta.

Her responsibilities at the Malta Employers' Association comprise providing legal advice to MEA Members on industrial relations issues and labour legislation. She organises courses and information sessions and lectures at the MEA's *Employment Law Course* and *Occupational Health & Safety Law and Management in Practice Course*. She also acts as a moderator in case studies organized by the Association. Furthermore she assists MEA Members before the Industrial Tribunal, in issues with trade unions and with the Department of Industrial and Employment Relations. She also sits on Disciplinary Boards.

Dr. Camilleri is a Member of the Board of Visitors of the Prisons (MJHA), a Member of the Panel of Assessors on the Umpire's Social Security Board of the Maltese Government (MSP) and also provides Legal Aid to Asylum Seekers.

Dr. Camilleri is:

- A Member of the Chamber of Advocates
- Member, representing Equal Opportunities Organisations, on the ESF Monitoring Committee Board (2007- 2013) of Operational Programme II - *Empowering People for more jobs and a better quality of life*.
- Treasurer of the Malta Confederation of Women's Organisations (MCWO)
- A Member of the National Council for Women