

**Laura Douglas**  
**Senior Associate**



Laura's work at Justitia explores the boundaries of traditional employment law practice. Whether it be flexible working models, unconscious bias training, workplace social media policies or even lunchtime table tennis programs, Laura brings a legal perspective to the task of helping employers create and sustain the kind of workplaces that the future demands.

**AREAS OF PRACTICE**

Laura practices in general employment and discrimination law and has particular expertise in disciplinary matters and in diversity and inclusion programs. She regularly assists clients with the management of sexual harassment and bullying claims as well as the defence of unfair dismissal and general protections applications. She advises clients on a range of workplace policy and contract matters, as well as the interpretation of modern awards and workplace legislation.

Laura has extensive experience in conducting workplace investigations. She also has experience as an arbiter and has conducted arbitration hearings into code of conduct disputes.

**EXPERIENCE AND EXPERTISE**

Recent examples of work undertaken by Laura include the following:

- Conducting an arbitration hearing regarding a code of conduct complaint and preparing written findings and recommendations as to sanctions.
- Conducting a complex organisation-wide investigation involving sensitive allegations, multiple complainants and respondents.
- Advising on contracts, award compliance and policies for a start-up company.
- Drafting a social media policy for a professional services organisation.
- Presenting training to an entire workforce on EEO, Bullying and OHS.
- Presenting unconscious bias training for senior managers at a professional services firm and at an education services provider.

**PROFESSIONAL AND COMMUNITY ENGAGEMENT**

Laura is a member of the Critical Friends advisory group for Club Respect, an initiative of the Victorian Women's Trust aimed at creating an action framework for Australian sporting codes and their clubs to build a culture of respect, non-violence and gender equality. Laura also serves on the board of Melbourne Youth Orchestras and chairs its Workforce and Remuneration Committee.

Laura is a regular speaker at industry conferences on topics such flexible working programs, social media at work and unconscious bias. She has also published numerous articles on these and other topics in industry journals and the mainstream media.

**Contact Details**

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**Education**

Master of Laws, University of Melbourne, 2014 - ongoing

Bachelor of Laws (Honours), University of Melbourne, 2006

Bachelor of Arts, University of Melbourne, 2006

**Affiliations**

Australasian Association of Workplace Investigators

Australian and New Zealand Sports Law Association

Law Institute of Victoria

Victorian Women Lawyers