

## Laura Douglas

### Special Counsel



Laura leads Justitia's workplace investigations and reviews practice. In this capacity, she manages Justitia's expert team of investigators and advises clients in relation to conducting best practice investigations, managing relevant risks, reviewing investigation reports and determining appropriate disciplinary outcomes. Laura is herself often engaged to investigate complex matters involving serious allegations, senior personnel or organisation-wide conduct issues. Highly skilled at ensuring this sensitive work is managed with discretion and dignity, Laura is well regarded for her careful attention to fair process and for her robust evidentiary analysis when making findings.

Laura also has a particular interest in advising clients on initiatives aimed at building and sustaining workforce diversity and inclusion. She brings both a legal and innovation perspective to the task of helping employers create the kind of workplaces that the future demands.

#### AREAS OF PRACTICE

Laura has extensive experience in conducting workplace investigations and reviews for government, corporate and not-for-profit clients across the health, education, local government, not for profit, manufacturing and retail sectors, and advising them on complaint-handling procedures.

As a general employment and discrimination lawyer, Laura regularly advises clients on how to ensure their people management processes are not just compliant with relevant laws but are aligned to support exceptional workplace cultures. Laura is in demand as a workplace trainer and typically trains on topics including the prevention of sexual harassment in the workplace, unconscious bias and best practice investigations and complaint-handling procedures.

#### EXPERIENCE AND EXPERTISE

Recent examples of work undertaken by Laura include the following:

- Conducting a complex organisation-wide investigation involving sensitive allegations and multiple complainants and respondents.
- Conducting an arbitration hearing regarding a code of conduct complaint and preparing written findings and recommendations as to sanctions.
- Presenting training to an entire workforce on equal employment opportunity, OHS and bullying.
- Presenting unconscious bias training for senior managers at a professional services firm and at an education services provider.

#### PROFESSIONAL AND COMMUNITY ENGAGEMENT

Laura has co-lectured a post-graduate course on workplace investigations at The University of Melbourne as a Senior Fellow of the Melbourne Law School. She is a regular speaker at industry conferences and in-house client professional development programs on topics such as best practice investigations, flexible working programs, social media at work and unconscious bias in the workplace. She has published numerous articles on these and other topics in industry journals and the mainstream media.

#### Contact Details

d. 03 8621 4500  
m. 0403 050 423  
e. [laura.douglas@justitia.com.au](mailto:laura.douglas@justitia.com.au)

#### Education

Master of Laws, The University of Melbourne, 2019

Bachelor of Laws (Hons), The University of Melbourne, 2006

Bachelor of Arts, The University of Melbourne, 2006

#### Affiliations

Australasian Association of Workplace Investigators (AAWI)

Equal Employment Opportunity Network

Law Institute of Victoria

Victorian Women Lawyers