

Charter for the Advancement of Women

The LIV is committed to promoting gender equality in the legal profession.

Women now make up more than half of all practising solicitors in Victoria. It is imperative that we commit to addressing the many intersectional gender specific challenges which exist in our profession. This includes gender inequality in leadership, sexism and discrimination in the workplace, and gendered roles and stereotyping.

The signatories to this Charter¹ agree to continue working together with the LIV to form a common understanding and collective focus towards addressing attitudes that give rise to gender inequality.

The signatories to this Charter commit to:

- demonstrating leadership by removing gender bias and discrimination in the legal workplace;
- driving change in the solicitor profession by developing a culture that supports the retention and promotion of women from all backgrounds;
- implementing recruitment and promotion strategies that include gender diversity and gender pay equity as important considerations;
- promoting and supporting mentoring and sponsorship of women in the solicitor profession;
- encouraging and supporting flexible work practices in the legal profession to assist men and women to better balance professional and other commitments;
- ensuring that sexual harassment, or any form of bullying in the workplace, is not tolerated;
- establishing procedurally fair, safe, accessible and transparent sexual discrimination and harassment complaints processes; and
- establishing training to protect complainants from victimisation, encouraging bystanders and others to report and 'call out' offensive and intimidating behaviour.

www.liv.asn.au/advancementofwomen

¹ LIV Charter commitments are consistent with the Law Society of NSW [Charter for the Advancement of Women in the Legal Profession](#) updated December 2020.