The gendered legal workplace

Sexism in the profession, a barometer of legal ethics?
Kate Galloway and Melissa Castan
The gendered profession (Aust)*

2011~2013, various sources
Attrition, Corporate Counsel (NSW)
Sexism

Percentage of individuals reporting discrimination and sexual harassment in different states and years:

- **Qld 2003**
- **HREOC 2004**
- **Vic 2012**
Sexism

- Discrimination
- Reported discrimination
- Sexual harassment
- Reported harassment

Qld 2003, HREOC 2004, Vic 2012
masculinist

mercenary

individualistic

competitive

adversarial

win/lose

hierarchical
What's wrong Supergirl, Kryptonite?

Charger Mint & Co Law Firm

Worse...

Corporate Culture
traditional work culture

- subordination
- masculine culture
- detrimental impact
- sexual harassment

ethical work culture

- dignity/respect
- flexible work
- work/life
Australian Solicitors’ Conduct rules (r42) :

‘a solicitor must not in the course of practice engage in conduct that constitutes discrimination, sexual harassment or workplace bullying.’
Australian Solicitors’ Conduct rules (r42) :

‘a solicitor must not in the course of practice engage in conduct that constitutes discrimination, sexual harassment or workplace bullying.’

So there is a rule that we must follow the rules....
“The standard you walk past is the standard you accept”

Lieutenant General David Morrison 2013
Discussion