



**The Employment Relations (Extended Time for Personal Grievance for Sexual Harassment) Amendment Act** provides employees with 12 months, instead of 90 days, to raise a personal grievance in regards to sexual harassment events that happened or became known to the employee on or after 13 June 2023. Read our short article on this change [here](#).

Victims of sexual harassment may not take action or advise their employer early, which means your investigation could be initiated some time after the alleged harassment occurred, and they can be complex matters, taking some time to investigate. This law change therefore aims to provide the victim of sexual harassment more time, to be able to utilise a personal grievance process for a longer period, if they wish to.

For employers, this highlights the value in educating staff about all types of unacceptable behaviour and what early action can be taken to successfully address it. Do your staff know how sexual harassment (or harassment, bullying or discrimination) is actually defined? Where a formal complaint is raised, employers need to ensure the appropriate next steps are implemented, which could include an independent investigation. As a registered investigator, I am available to undertake these types of investigations for my clients.

This law change is likely to require a small change to your employment agreements, as section 65 of the Act, that specifies what must be included in employment agreements has been updated. The change is likely to be required in the clause or schedule that details how to resolve employment relationship problems (which legally must be included in your agreements). The legislation applies, even if this change hasn't yet been made to your current agreements, but it's an update to include when your current employment agreements are next reviewed, and something to change in all new agreements (as having the agreement up to date with legislation is a part of an employer's good faith obligations). Don't hesitate to let me know if you would like your employment agreement template to be reviewed.