

## FOR IMMEDIATE RELEASE

### PRESS RELEASE

9 October 2020

#### **LAW SOCIETY'S PLEDGE SIGNING CEREMONY UNITES LAW FIRMS TO TAKE A FIRM STANCE AGAINST WORKPLACE BULLYING AND HARASSMENT**

A pledge signing ceremony signaling a strong stand to combat the hidden scourge of workplace bullying and harassment was organised by the Law Society of Singapore today.

Twenty-one (21) law firms representing some of the biggest employers in the legal profession joined the Law Society in pledging to ensure that law firm staff and colleagues are treated with courtesy, respect, dignity and fairness. The Law Society of Singapore's Law Firm Pledge on Preventing Bullying and Harassment in Singapore's Legal Profession (the "**Pledge**") seeks to:

- (i) promote and maintain professionalism;
- (ii) respect human dignity; and
- (iii) respect the inviolability of every employee's person and privacy.

By signing the Pledge, the signatories committed to implementing the Law Society's recommendations to maintain a work environment free from the toxic culture of bullying and harassment. These include

- (i) availing or accessing the Law Society's *Workplace Harassment in the Legal Profession: A resource guide for members* (June 2020) to all staff;
- (ii) informing lawyers and staff of the law firm's bullying and harassment policy and workplace grievance handling procedures;
- (iii) providing training for staff; and
- (iv) ensuring appropriate training for senior management and executive law firm leadership.

Commending the participating law firms for taking a stand against workplace bullying and harassment, President of the Law Society, Gregory Vijayendran SC, said: "I know we are all on the same page, every one of us, on zero tolerance towards any and all forms of bullying and harassment in the legal profession. As representatives of the largest employers in the profession, your standing together in solidarity with other large employers to sign the Pledge will give it gravitas. It will send the strongest of signals to the entire legal profession and to other law firms to ensure that law firm staff and colleagues are treated with courtesy, respect, dignity and decency to promote and sustain proper standards of professionalism. By putting pen to paper and purpose to pledge, we are saving the lives of our lawyers and staff from the death of a thousand cuts of bullying and harassment."

He continued: “Every one of us and every Singapore law firm can be an advocate for change for the better. And as we do, we will, ineluctably and inexorably, move towards the holy grail of our legal profession: to be a beacon of light for respect for the dignity of persons. Keep on shining.”

An electronic copy of the Law Society of Singapore’s *Workplace Harassment in the Legal Profession: A resource guide for members* (June 2020) is available at [tinyurl.com/yy7k548r](https://tinyurl.com/yy7k548r).

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## **ABOUT THE LAW SOCIETY**

Established in 1967, the Law Society of Singapore is a body established under the Legal Profession Act. It carries out various statutory functions prescribed under the Legal Profession Act, including maintaining and improving the standards of conduct and learning of the legal profession in Singapore, the facilitation of the acquisition of legal knowledge by members of the legal profession, and protecting and assisting the public in all matters ancillary or incidental to the law.

For media enquiries, contact

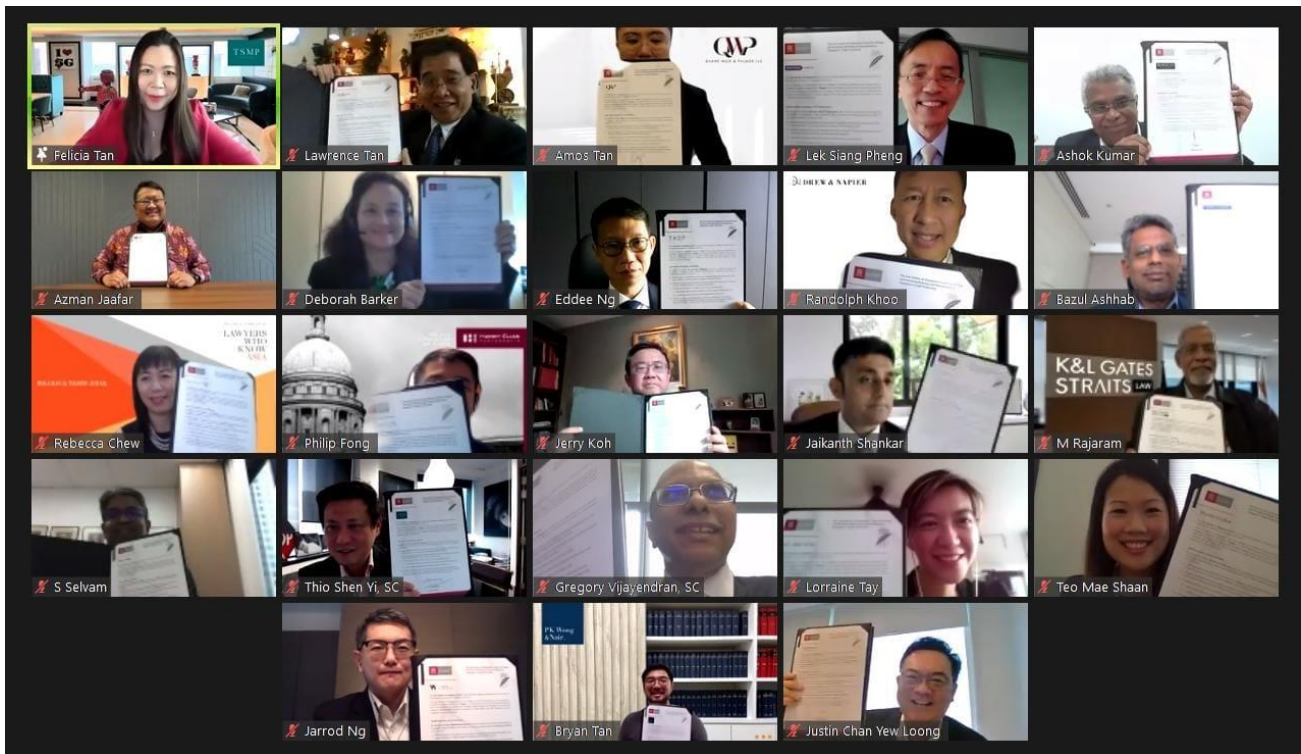
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**ANNEX A**

**Parties to the Pledge Signing Ceremony**

	<b>Organisation</b>	<b>Signatory</b>	<b>Designation</b>
1	The Law Society of Singapore	Gregory Vijayendran, SC	President
2	Allen & Gledhill LLP	Jerry Koh	Joint Managing Partner
3	Bird & Bird ATMD	Lorraine Tay	Joint Managing Partner
4	BlackOak LLC	Ashok Kumar	Director
5	Davinder Singh Chambers	Jaikanth Shankar	Chief Executive Officer
6	Dentons Rodyk & Davidson LLP	Lek Siang Pheng	Deputy Managing Partner
7	Drew & Napier LLC	Randolph Khoo	Deputy Managing Director, Dispute Resolution
8	Eldan Law LLP	Lawrence Tan	Founding Partner
9	Harry Elias Partnership LLP	Philip Fong	Managing Partner
10	K&L Gates Straits Law LLC	M Rajaram	Chairman and Partner
11	Oon & Bazul LLP	Bazul Ashhab	Managing Partner
12	PK Wong & Nair LLC	Bryan Tan	Director
13	Quahe Woo & Palmer LLC	Amos Tan	Director
14	Rajah & Tann Singapore LLP	Rebecca Chew	Deputy Managing Partner
15	Ramdas & Wong	S Selvam	Partner
16	RHTLaw Asia LLP	Azman Jaafar	Managing Partner
17	Shook Lin & Bok LLP	Teo Mae Shaan	Partner
18	Tan Kok Quan Partnership	Eddee Ng	Joint Managing Partner
19	Tito Isaac & Co LLP	Justin Chan Yew Loong	Senior Partner
20	TSMP Law Corporation	Thio Shen Yi, SC	Joint Managing Partner
21	Withers KhattarWong LLP	Deborah Barker, SC	Managing Partner
22	WongPartnership LLP	Jarrold Ng	Chief Operating Officer

**Photo of the Pledge Signing Ceremony**



## The Law Society of Singapore's Law Firm Pledge on Preventing Bullying and Harassment in Singapore's Legal Profession



### The Law Society of Singapore's Law Firm Pledge on Preventing Bullying and Harassment in Singapore's Legal Profession



The **Law Society of Singapore** adopts a zero-tolerance approach towards any and all forms of bullying and harassment in the legal profession.

The Law Society of Singapore's Law Firm Pledge on Preventing Bullying and Harassment in Singapore's Legal Profession (the "**Pledge**") is a commitment by law firms to ensure that law firm staff and colleagues are treated with courtesy, respect, dignity and fairness to promote and maintain professionalism as well as respect for human dignity and the inviolability of every employee's person and privacy.

#### **Law Society of Singapore's Commitment**

By signing the Pledge, **Law Society of Singapore** commits to preventing bullying and harassment in Singapore's legal profession and will take the following proactive steps to intentionally eradicate such mischief:

- a) Make available or accessible the Law Society of Singapore's Workplace Harassment in the Legal Profession: A resource guide for members (June 2020) to all staff;
- b) Develop, implement and inform lawyers and staff of the law firm's bullying and harassment policy and workplace grievance handling procedures guide;
- c) Provide training for staff on the relevant policies and procedures so that
  - (i) staff are educated and aware of what may constitute inappropriate behaviour; and
  - (ii) to whom and how such behaviour may be reported or escalated; and
- d) Promote the need for senior management and executive leadership of the law firm to receive appropriate management and leadership training (including grievance handling training) to maintain a work environment free from bullying and harassment.

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Gregory Vijayendran, SC  
**President**

9 October 2020