



LAW ASSOCIATION OF TRINIDAD AND TOBAGO

MEDIA RELEASE

The Law Association of Trinidad and Tobago extends its sincere appreciation to all who attended and contributed to the success of our recent webinar 'Sexual Harassment in the Workplace' held on Wednesday, 30 July 2025. The webinar had an overwhelming turnout of over 230 participants, including attorneys-at-law, legal educators and personnel from organisations' management, human resource and legal departments. The high level of engagement reflected the profession's growing concern about this critical issue and the clear desire for continued dialogue and accountability.

Ms. Elena Da Silva, Senior Ordinary Member of the Association, moderated the session. The webinar featured a distinguished panel of speakers including Ms. Lynette Seebaran Suite, SC, President of LATT, who provided a comprehensive overview of what constitutes sexual harassment in the workplace, including the applicable legislative framework and policy guidelines; Ms. Ria Mohammed-Davidson analysed key civil case law both local and international, underscoring the remedies available through the courts; Ms. Saira Lakhan, addressed the criminal dimension of sexual harassment and the gaps that still exist in enforcement and protection; and Ms. Roberta Clarke, Commissioner at the Inter-American Commission on Human Rights, explored strategic responses needed to support safe workplaces, including gender- responsive legislation on sexual harassment and workplace policies. She spoke about strategies for strengthening awareness at the institutional and cultural levels, drawing on her vast regional and international experience.

Attendees posed practical and thought-provoking questions, contributing to a robust and meaningful discussion. In response to this interest, the Association will formally develop a template for a policy on sexual harassment, aimed at guiding members on prevention, reporting, and institutional responsibility.

The Association also reiterates that sexual harassment constitutes professional misconduct, actionable under the Code of Ethics, Part A of the Third Schedule of the Legal Profession Act, at Clauses 44 (1) and (2), which provides the following:

“There is a duty on every Attorney-at-Law to report improper or unprofessional conduct by a colleague to the Disciplinary Committee.”

“An Attorney-at-Law shall expose without fear or favour before the proper tribunal unprofessional or dishonest conduct by another Attorney-at-Law.”

Besides the relevant law enforcement agencies, members are reminded that the above clauses empower the Disciplinary Committee with the jurisdiction to investigate and impose sanctions where warranted.

All materials from the session, including slides, case summaries and guidance documents, will be shared with members shortly. We will also keep the membership abreast of developments as the policy is finalised and refined.

The medium-term plan is to mount a campaign with other stakeholders to introduce legislation to deal with sexual harassment in the workplace, as has happened in several other jurisdictions, and to continue ongoing professional development training for members on how to deal with this workplace issue.

The Association reaffirms its commitment to fostering a safe, dignified, and respectful legal profession, where zero tolerance for harassment is the standard, and where both prevention and accountability are integral to professional practice.

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4th August 2025