



## Tara Shahbahrami

Tara is an Employment Law Barrister at 11 KBW, a Mediator and an Investigator with 13 years' experience. She works with organisations and individuals in the private, public and not for profit sectors. Her experience spans legal, financial, tech, insurance, retail, media, transport, charity, education and communications. She worked at the Special War Crimes Court in Sarajevo.

Her approach is to put people at ease and to work efficiently and in a proportionate way. She also draws on her experience of how situations can play out in organisations, in tribunal or in public to ensure that real issues are not ducked.

Tara enjoys resolving disputes at the earliest stage. An CEDR accredited mediator since 2010 and has mediated many workplace issues. She has seen how effective it can be at enabling people to find solutions to problems that had appeared to be insurmountable.

## Experience

**Mediation** – Tara has conducted a wide variety of complex and sensitive workplace mediations. These typically arise in a grievance, whistleblowing or disciplinary context. Typical issues are harassment, discrimination, bullying and performance concerns. Often litigation is running parallel to the mediation.

**Investigations** – Tara draws on her experience of interviewing, preparing cases and reviewing and advising on investigations to make sure her findings are robust, fair and justified. She has looked into a wide range of serious concerns, including bullying and harassment, sexual misconduct, race, sex and disability discrimination, corporate governance concerns and theft. Tara has undertaken general reviews of the culture of organisations. She is comfortable dealing with individuals at any level, including senior leadership. She is used to investigating multiple allegations and joint complaints made by teams. Tara has been the sole investigator and worked as part of a team.

Examples of Tara's experience include investigating:

- serious allegations against a CEO of sexual harassment and discrimination, violation of corporate governance rules and misuse of position;
- complaints against a CEO of bullying, discrimination and financial misconduct made by several large groups of employees; and
- allegations of race discrimination and institutional racism against a trade union.

**Advice** – Tara's litigation and advisory experience covers a wide variety of issues, including discrimination, disciplinaries (dismissals and other sanctions), contract and employment issues on business transfers. Tara has drafted policies and procedures for the use of mediation in the workplace, disciplinaries and investigations and diversity and inclusion. She is an experienced Trainer and Lecturer on employment law and courtroom skills.

**Community** – Tara mentors vulnerable children. She also teaches and trains teachers for a virtues based programme for children. She runs parenting groups and supports children to organise community projects, from knitting blankets for a dog shelter to care home visits.

## Qualifications

BA Honours (Law), Nottingham

Bar Vocational Course

Universitas 21 Scholarship, Hong Kong University

Mental Health First Aider

Trained in D,E&I