

Dublin lawyer Richard Grogan calls for Irish review of use of NDAs

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Dublin employment lawyer **Richard Grogan** has called for a review in Ireland of the use of non-disclosure agreements (NDAs) in sexual harassment cases, *The Times* reports.

Last year, **Prime Minister Theresa May** announced a UK review of the “unethical” use of NDAs by employers in settlements with women alleging sexual harassment or bullying at work.

Mr Grogan said: “There needs to be a serious discussion about sexual harassment because a lot of this is brushed under the carpet.

“With some organisations, if you bring a claim you cannot find if there have been previous claims against that person. Some organisations have been good at buying off claims, then leaving the person in situ because they were a senior executive.”

He said NDAs were “always used for commercial transactions, and that is legitimate, but now they are used in employment cases”.

Mr Grogan suggested: “With harassment, sexual or racial discrimination, I think the law should be changed so if an offer to settle a case is made, it is up to the employee whether an NDA should apply. [A company] can ask for non-disclosure of the amount but that’s it.”

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Richard Grogan

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