### Activity D: The right to be accompanied

As a big group decide how you would answer the questions below using the information on the pages 38-41 of the workbook.

You have been asked to represent a member accused of racial harassment, but you feel very uncomfortable about it and are reluctant to accompany the member to the hearing. Can you refuse to be their ‘workers companion’?

A member wants you to be with her at an informal discussion with her manager to discuss her poor attendance. However, the manager says that legislation does not apply at informal discussions. What do you do?

At the hearing, the management team are asking searching questions that are putting your member under pressure and may lead them to incriminate themselves unwittingly. You cannot answer questions directly – what else can you do (based on the rights of the companion in the code).