

*Gun & Davey*

***Covered***



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## **COVERED CASES**

### **Case Snippet**

#### **LEVI v UNISURE**

**(Full Court, Supreme Court [2000] SASC 167)**

The Full Bench of the Supreme Court has recently handed down its decision in Levi v Unisure. The Supreme Court identified that the worker had been subjected to many stressors or perceived stressors in the workplace, some of which were administrative actions. They included alleged homophobic comments, a perception that a supervisor was antagonistic and overbearing, a failure to obtain a promotion, a tense atmosphere at the work place, a perceived breach of confidence by his supervisor and an eventual redundancy.

The Full Bench held that in a situation where distrust, dislike and even malice is perceived by one party, subsequent interactions are likely to take on a heightened meaning for that party. In such circumstances the correct approach is to view the nature and circumstances of office practice and the conduct of some co-worker's as perceived by the worker as a course of conduct causative of the disability. It was a mistake to focus on the few matters which may have been described as administrative actions. An approach that requires every incident in the workplace to be considered discreetly and assessed as administrative action was rejected.