PROFESSIONAL DEVELOPMENT TRAINING

Respect in the Workplace - 3 hours

1300 121 400

REQUEST QUOTE

0.5 DAY COURSE

A manager's role is becoming increasingly complex. Not only are they required to manage functions, deliver results and lead people, but they must comply with the many laws and regulations governing workplaces.

The Respect@Work findings has resulted in it being mandatory for workplaces to have in place policies, training and for managers undergo annual refresher training in relation to discrimination, harassment, sexual harassment and bullying.

In addition, the Positive Duty amendment to the *Sex Discrimination Act 1984* means that all workplaces, regardless of size, must be proactive in their management of sexual harassment and related. Workplaces can now be subject to a random audit to determine compliance with all requirements.

Would your business pass a random audit?

This half day workshop will provide managers with an understanding of what the current workplace laws in relation to discrimination, harassment, sexual harassment and bullying and the specific responsibilities of every manager.

What You'll Gain:

This half day workshop meets the best practice requirements from the Respect@work findings to equip managers with the knowledge to effectively carry out those responsibilities.

1.Training is conducted face to face (either in person or virtually) and instructor lead.

2.Participation should be active with learners engaging with the content in a way relevant to their own context and experience with what they know and think they know.

3.Training which encourages debate and discussion, and create space for questions, doubt, and concerns.

4.Provide a safe space for reflection, revision of positions.

5.Explore and address resistance from women and men about sexual harassment policy and training.

In addition, you will be provided with a template to produce your own policy.

Outcomes

Course participants learn about:

- Understand the legal context
- Explore the impact on individuals and the organisation
- Understand what action to take if you observe or become aware of it occurring
- Understand your specific responsibilities as a manager
- Know what actions to take if you observe it in your workplace
- Understand the importance of organisational policies
- Understand the difference between formal and informal complaints process
- Understand how to support the complainant and alleged perpetrator
- Apply the applicable tenets if a complaint is received
- Understand ongoing education requirements for both leaders and employees

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Modules

Lesson 1: Legislation and Context

- State and Federal Legislation
- Workplace Health & Safety requirements
- Psychosocial responsibilities
- Respect@work Report
- Policies
- Positive Duty
- Liability

Lesson 2: The Impact of Allegations

- Organisation
- Individuals

Lesson 3: Discrimination

- Definition
- Examples
- Case Studies
- Calling it out

Lesson 4: Harassment

- Definition
- Examples
- Case Studies
- Calling it out
- Reasonable Management Action

Lesson 5: Sexual Harassment

Lesson 6: Bullying

- Definition
- Examples
- Case studies
- Calling it out

- Definition
- Examples
- Case Studies
- Calling it out
- Reasonable Management Action

Lesson 7: Complaints Process

- Organisational Policy
- Internal Complaints Process
- Conducting an Internal Investigation
- Tenets
- Possible Actions
- Support for all parties
- External Complaints and bodies

Lesson 8: Review of Manager Obligations

- Policy
- Training
- Take Action
- Positive Duty framework
- Ongoing education

Talk to our expert team

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