

Preventing Workplace Bullying, Harassment & Discrimination



The Importance of Developing Positive Workplace Behaviours.

Bullying is a big issue and one that can impact every organisation. In fact, workplace bullying, harassment and discrimination is a severe and pervasive problem that plagues workplaces across the globe.

The impact of bullying in the workplace can be detrimental to morale, staff turnover and the financial performance of an organisation. It can have serious consequences for the organisation including fines and criminal charges for offenders and the organisation they work for.

For individuals, the personal costs can include physical and psychological injuries, a loss of enjoyment and satisfaction from work, and in some cases the loss of job and future career opportunities.

For employers the costs can include reduced employee morale and productivity, increased absenteeism and staff turnover, increased workers compensation costs and an overall loss of reputation.

Bullying has no meaningful value in any workplace.

'Preventing Workplace Bullying, Harassment & Discrimination' focuses on bullying, what it is, what causes it and how the law defines it. It then looks at the value and importance of developing positive work behaviours and an open and respectful culture that values and celebrates diversity and integrity.

Designed for?

- > This course is designed for all employees and specifically those who manage others and/or team members.
- > Those who are developing their ability to conduct themselves professionally and productively.
- > An ideal group size is 6 – 15 participants.

Key Learning Outcomes

- ✓ Understand relevant Australian workplace legislation.
- ✓ Identify acceptable workplace behaviours and the types of behaviours that are considered bullying and/or harassment.
- ✓ Understand the concept of reasonable management and respectful workplaces.
- ✓ Identify strategies that can be used to make workplaces safe and supportive.
- ✓ Understand the basic concepts related to direct and indirect discrimination.
- ✓ Understand the legal context, basic concepts and differences between workplace bullying, harassment and discrimination.
- ✓ Identify organisational and individual roles in relation to the detection and prevention of unlawful discrimination including harassment, workplace bullying and sexual harassment.
- ✓ Uphold the duty of care responsibility of managers with sensitivity and integrity.
- ✓ Understand what to do and how to react to reported bullying or harassment and the resolution options available for responding to harassment and workplace bullying.

Live Face to Face, Virtual or Hybrid



Power Sessions



Half-Day



1-Day



Coaching

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