

Respect at Work Training – Half Day Course

Description:

This half day training course will provide a general awareness of the prevention of sexual harassment in the workplace, including the legal requirement for employers/PCBU's to achieve a 'positive duty'.

This comprehensive program addresses the prevalence of workplace sexual harassment in Australia, the legal obligations of PCBU's/employers and workers, including the important concept of achieving a 'positive duty'. Participants will learn to identify risk factors for their workplaces and implement an effective framework to meeting legal accountabilities to mitigate the impacts of sexual harassment for their workers and organisation.

Learning Outcomes:

On completion of this course, participants will have an understanding of:

- Define what constitutes sexual harassment in the workplace and understand the potential impact on mental and physical wellbeing when exposed to unlawful behaviours.
- Understand the prevalence of sexual harassment in the workplace, particularly in relation to their own industry and workplace.
- Understand their Legislative obligations and requirements regarding prevention of sexual harassment, including recent legislative amendments as a result of the Repect@Work report.
- Understand and apply the Australian Human Rights Commission framework for reducing the impact of sexual harassment in the workplace – four guiding principles and seven standards..
- Apply a formal preventative risk management process to minimise the risk of OVA.
- Apply a dynamic risk management model that includes practical information and tips for employees to use in real time if facing an incident of occupational violence and aggression.
- Understand the importance of all aspects of communication, including de-escalation strategies based around empathy, and crisis communication tips.
- Explore key controls to achieving 'Positive Duty'
- Understand the options available to them if they, or a colleague, are being sexually harassed.
- Identify post incident support and recovery strategies, both internal to their organisation, in addition to external supports.

Training Delivery:

This course has been designed for all workplaces.

Investment:

Will vary based on level of customisation required. Discounts apply for Partnership members.

Certification:

Participants will receive a Certificate of Attendance.