



Building Respectful Workplaces: Diversity & Anti-Discrimination Training

HR Business Solutions offer two training programs to help employers and their employees build a respectful workplace and meet their legislative requirements.

This training is delivered as an 'in house' tailored program for employees or for Managers, Business Owners and HR Professionals.

Diversity and Anti-Discrimination Training for Employees

This session is a 2 hour workshop designed to increase employees understanding of diversity and anti-discrimination in the workplace. The session will cover the following areas:

- Diversity in Australian workplaces
- Definitions and understanding of Discrimination, Sexual Harassment, Workplace Harassment, Vilification and Victimisation
- Responsibilities of employees
- What to do if you have a complaint or grievance
- Personal and Vicarious Liability
- Case studies

Diversity and Anti-Discrimination Training - Managers, Business Owners and HR Professionals

This is a 3 to 4 hour workshop to help participants not only understand diversity and anti-discrimination but teach them skills to investigate and manage complaints. The session will cover:

- Your role as a manager – prevention and risk assessment
- What to do if you have a complaint
- How to investigate complaints
- Formal and informal processes and tips
- Case studies
- Personal and vicarious liability
- Definitions and understanding of Discrimination, Sexual Harassment, Workplace Harassment, Vilification and Victimisation
- Responsibilities of employees
- Diversity in Australian workplaces