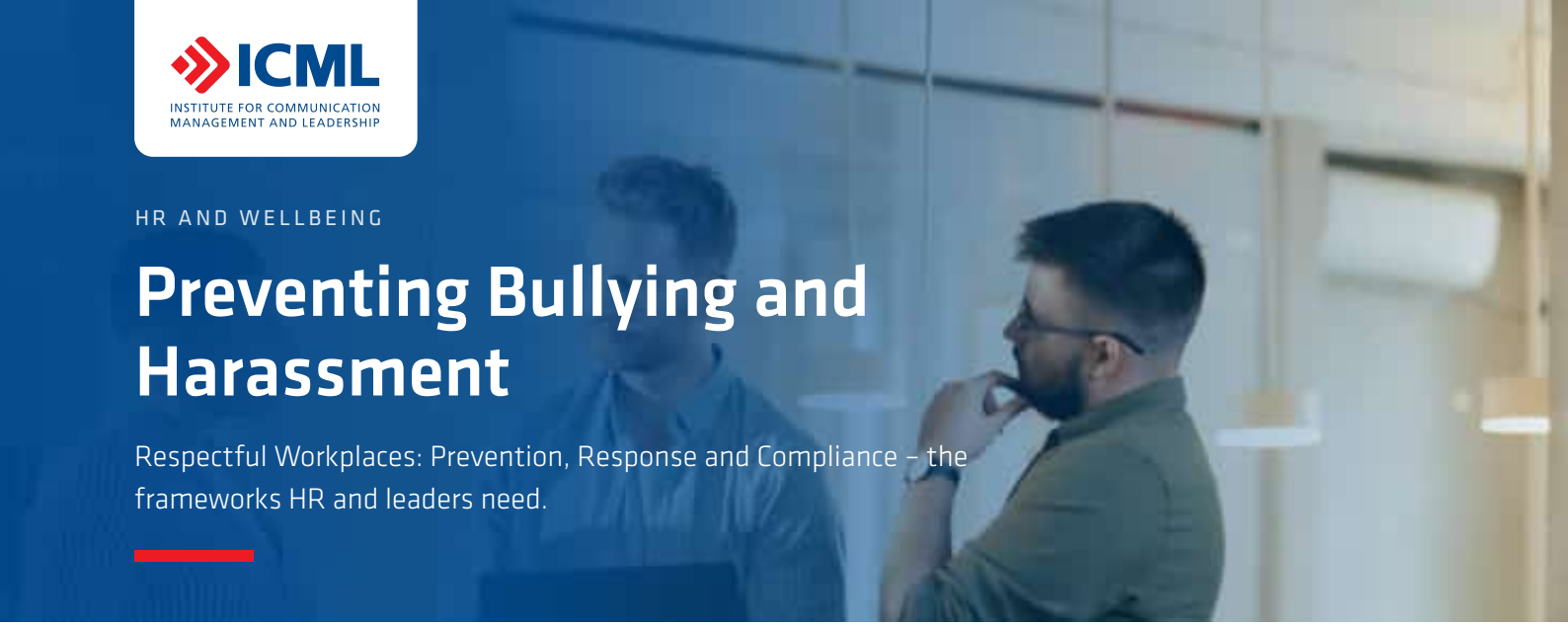
ICML
INSTITUTE FOR COMMUNICATION MANAGEMENT AND LEADERSHIP



HR AND WELLBEING

# Preventing Bullying and Harassment

Respectful Workplaces: Prevention, Response and Compliance – the frameworks HR and leaders need.

### WHO IT'S FOR

HR, People and Culture teams and leaders who manage conduct issues.

### DURATION

1 day, or tailored to your needs

### FORMAT

On-site: we come to you, virtual or hybrid.

### PARTICIPANTS WILL DEVELOP THE SKILLS TO

- Identify bullying and harassment risks across the organisation
- Set clear behaviour standards that leaders model and uphold
- Respond to concerns early, fairly and consistently
- Apply natural justice and keep clear, accurate records
- Meet compliance obligations, including the positive duty
- Support people who raise concerns and guard against reprisal

### ABOUT THIS PROGRAM

A policy on paper does not stop bullying and harassment. Concerns reach HR late, leaders are unsure whether a behaviour crosses the line, responses vary from team to team and the organisation carries the legal and cultural risk. Our bullying and harassment training gives HR and leaders the frameworks to identify risk, set clear standards, respond to concerns fairly and consistently and meet their compliance obligations, including the positive duty to prevent sexual harassment. Participants leave with processes and conversations they can use straight away, shaped around your policies and people.

### Tailored to your organisation

We build in your policies, complaint process, code of conduct and the legislation and regulators that apply to your sector, so participants practise with the processes they will use.

**Talk to us about this program**

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Enquire online