



EVANS FAULL TRAINING

# RESPECT IN THE WORKPLACE

DISCRIMINATION, BULLYING & HARASSMENT

EVANS FAULL  
Your HR Solutions Partner





## PROGRAM INFORMATION

Recently, there has been a significant number of high profile cases of bullying and harassment play out in the public arena. In each case, public discussions raise the important point; what was being done to prevent this inappropriate behaviour from occurring.

Movements such as **#timesup** and **#metoo** underpin the cultural shift that is now well underway, which is why today more than ever, employees are less likely to tolerate inappropriate behaviour in the workplace.

In our experience, business owners and managers almost always have the right intent for the equality of their workplace conduct, yet lack the knowledge and expertise to ensure this intent becomes a reality. If your employees don't understand their obligations and subsequently act inappropriately, your business could be at risk, which is why expertly developed training programs are an essential supplement to having robust policies and procedures.

Evans Faull is passionate about helping business owners and managers avoid these pitfalls, maintain peace of mind, and deliver a workplace culture they are proud of.

**Respect in the Workplace** is a well-rounded training program which is developed with a separate session for Managers and Employees. Each session delivers contextualised topics in a challenging and engaging manner in session durations practical for modern business.

Our experienced, qualified trainers will deliver personalised training programs designed to ensure participants achieve the required level of knowledge and understanding, while providing practical guides in how this information can be applied in the workplace.

I encourage you to [contact us](#) with any queries you may have regarding this training.



Amanda Evans  
Founder & Director



Connect with Amanda

## EVANS FAULL TRAINING FEEDBACK

*"I feel it was a positive step forward for the company and one that is needed"*

*"Session was enjoyable and important to refresh on best workplace practices"*

*"I felt the presenters really got the message across to ensure all attendees understood"*



# RESPECT IN THE WORKPLACE: MANAGER TRAINING

## Overview

The purpose of this training is to provide your leadership team with the knowledge necessary to create a workplace culture where employees feel safe, valued and respected.

## Audience

This program has been designed for Managers, Supervisors and Team Leaders.

## Program Content

### Topics covered include:

- Equality and diversity
- Workplace legislation
- Discrimination
- Harassment
- Bullying
- Strategies for creating a positive workplace culture
- Flexible Work Arrangements
- Dispute Resolution Procedures

## Learning Outcomes

### Participants will learn to:

- Detect and deter inappropriate workplace practices
- Manage complex and sensitive matters surrounding workplace diversity
- Effectively implement and monitor workplace policies
- Conduct investigations and impartially deal with employee complaints
- Manage underperforming employees without being accused of bullying and harassment
- Address inappropriate workplace behaviour and deal effectively with any complaints
- Ensure the organisation is compliant and not at risk of Fair Work or WorkCover claims

[Enquire about session times and availability >](#)

## Delivery

### @ Your Office

**Session length:** 2 hours

**Audience size:** Max. 12 participants

**Investment:** \$1,980 (excl. GST) per session

### @ Evans Faull (Melb & Syd)

**Session length:** 2 hours

**Audience size:** Max. 8 participants

**Investment:** \$245 (excl. GST) per person

# RESPECT IN THE WORKPLACE: EMPLOYEE TRAINING

## Overview

The purpose of this training program is to provide employees with the skills and knowledge required to create a positive workplace culture, where employees feel safe, valued and respected.

## Audience

This program has been designed for Employees.

## Program Content

### Topics covered include:

- Equal Employment Opportunity
- Bullying
- Harassment
- Victimisation
- Stereotyping
- Vilification
- Lodging a complaint
- Legislative requirements

## Learning Outcomes

### Participants will learn to:

- Behaviour which constitutes bullying and harassment
- Different forms of discrimination
- Impact of inappropriate behaviour on individuals in the workplace
- Cultural diversity and awareness
- Gender inequity and affirmative action
- Consequences for legislation breaches
- Avenues for reporting issues as a victim or witness
- Protection when making complaints

## Delivery

### @ Your Office

**Session length:** 1.5 hours

**Audience size:** Max. 20 participants

**Investment:** \$1,580 (excl. GST) per session

[Enquire about session times and availability >](#)



## PROGRAM DEVELOPMENT & DELIVERY

Evans Faull training programs are collaboratively developed by an experienced and dedicated team of HR, training and recruitment specialists who understand the unique people challenges that businesses face.

**RESPECT IN THE WORKPLACE** is delivered by **Emily Manley**, an experienced HR and training specialist who is passionate about creating simple, practical and effective frameworks that can transform the way businesses manage their people.



Amanda Evans  
Founder & Director



Bill Faull  
Founder & Director



Emily Manley  
People & Culture Specialist



Rebecca Hawkins  
People & Culture Advisor



Libby Laird  
Recruitment Advisor

Evans Faull is proud to have provided training for...



Enquire today about  
Respect in the Workplace Training >