



COURSE

# Preventing Workplace Harassment — Australia

13th Edition Respect 

## Comply with Australia's Positive Duty Under the Sex Discrimination Act

In Australia, employers are now legally required to take *proactive* steps to prevent workplace harassment—not just respond when it happens. With the 2022 Respect@Work amendments and the introduction of a “positive duty” under the Sex Discrimination Act, organizations must go beyond policies and complaints systems. They must take meaningful action to eliminate harassment, discrimination, and hostile workplace environments before they occur. Our training helps ensure your workplace meets these expectations—while building a culture of respect, inclusion, and psychological safety.

### Course Description

Emtrain's Preventing Workplace Harassment — Australia course helps organizations meet their legal obligations under the *Sex Discrimination Act 1984* and the Respect@Work reforms. The training defines unlawful conduct like sexual harassment and hostile work environments, while building practical skills for respectful communication and early intervention. Learners gain a shared language and actionable tools to foster safer, more inclusive workplaces.

### Key Concepts

- Understanding unlawful conduct
- The role of respect and social awareness
- Legal responsibilities and protected rights
- Empowering action and accountability

### Course Features

- Access to our Anonymous Ask the Expert tool
- Rich video scenarios based on real-world events
- Built-in employee sentiment surveys
- 50+ Machine Translation Options
- Optional program timer
- Policy acknowledgement tool
- Extensive customization options

#### VERSIONS

All Employees (45 min)

#### WHAT'S COVERED

- [Bullying](#)
- [Bystander To Upstander](#)
- [Forms Of Harassment](#)
- [Protected Characteristics](#)
- [Toxic Workplace](#)
- [Workplace Color Spectrum](#)

#### COURSE EXPERTS

##### [Janine Yancey](#)

Emtrain Founder &amp; Employment Law Expert

### Lessons

#### Respect is a Skill

An introduction to the purpose and goals of this course. Also, an introduction to the concept that team dynamics are influenced by peoples' culture skills.

## **The Workplace Colour Spectrum® Tool**

This lesson explains the Workplace Colour Spectrum and how it can help managers and employees understand and categorise their conduct — and the conduct of others.

## **What Is Unlawful Harassment?**

Review the definition of workplace harassment. Harassment typically involves conduct or comments relating to "protected characteristics." But what are they, and which ones apply in my workplace?

## **Bullying and Aggressive Behaviour**

Help your employees understand, identify, and stop aggressive, bullying behaviour in the workplace.

## **Types and Forms of Harassment**

Teach learners about the different types of harassment and how "quid pro quo" is different than "hostile work environment".

## **What is Unwelcome Conduct?**

A hostile work environment always involves "unwelcome conduct." This lesson addresses how to determine when conduct is legally considered "unwelcome."

## **Red and Toxic Conduct**

Red conduct is illegal and negatively impacts work culture. Help employees determine what it looks like and how to know when conduct is crossing the line from orange to red.

## **Who Can Be Involved in Harassment?**

This lesson explains the reach of workplace harassment laws, who is protected, and who can be liable for harassing conduct.

## **Bystanders to Upstanders**

In most harassment situations, someone outside the conflict knows what's going on. How do you go from being a passive bystander to an upstander who takes action to de-escalate the problem and uphold respectful norms of behaviour?

## **Victimisation**

Employees have a right to raise a concern or complaint without fear of victimisation. This lesson teaches learners about when a situation and a management action crosses the line and may give the appearance of victimisation.

## **The Manager's Role**

Managers shape workplace culture by modeling respect and addressing behaviour issues. This lesson highlights their role as the employer's "eyes and ears" in handling people and harassment concerns.

### **Reporting, Investigations, and Workplace Policies**

This lesson teaches employees how and where to report concerns of harassment, and outlines the employer's investigation process when concerns are reported. All employers must have their own harassment and bullying prevention policy to highlight in this lesson. For employers who lack a policy, Emtrain provides a template that can be used to create one.