

Discrimination, Sexual Harassment and Bullying Training

QHA ER Department

The Training

The QHA's expert employment relations team can assist hospitality industry employers to meet their educational obligations by providing both their staff and management with important information on the three legal concepts of: Discrimination, Workplace Harassment, and Sexual Harassment.

Training is designed to inform and educate attendees on the legislative requirements for employers and employees under the Queensland and commonwealth discrimination and employment relations legislation.

COURSE FORMAT

Part A: All Staff

In this first 1.5 hour session, all staff attend, including management.

During this session, the QHA's presenter will provide a detailed overview of the three concepts, the legal framework, individual responsibilities and liabilities, risk management, and the impact of discrimination, workplace harassment and sexual harassment on individuals as well as the workplace.

Case law from actual formal complaints that have been before the courts is also discussed to provide a better understanding of how conduct is assessed.

Relevant venue policies are also referred to with a refresher given on content and expectations.

Part B: Persons with Staffing Responsibilities

Employers who implement workplace policies and undertake training for all staff are taking positive steps to meet their workplace health and safety obligations toward their employees.

In this second one hour session, the QHA's presenter will take a deep dive into these obligations and the importance of their role in preventing harassment and discrimination in the workplace.

The group will also discuss practical ways to create a positive work environment where staff seek for a complaint to be dealt with internally, rather than through an external tribunal.

COST

QHA Members **\$1,500 per course***
Non QHA Members **\$2,500 per course***

*Up to 20 attendees per session. Travel and miscellaneous costs additional

CONTACT

Contact the Employment Relations Department to organise your session

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