



Month	Location	Course Title	Date	Time	Duration	Fee (Per Person)
March 2026	Darwin	Challenging Unconscious Bias	Monday 9 March 2026	9:00am – 12:00pm	3hrs	\$450 + GST
		Anti-Discrimination, Harassment and Bullying	Monday 9 March 2026	1:00pm – 4:00pm	3hrs	\$450 + GST
		Contact Officer	Tuesday 10 March 2026	9:00am – 4:00pm	7hrs	\$900 + GST
		Sexual Harassment Bystander Intervention	Wednesday 11 March 2026	9:00am – 12:00pm	3hrs	\$450 + GST
		Positive Duty for Leaders	Thursday 12 March 2026	9:00am – 12:00pm	3hrs	\$450 + GST
		Preventing Discrimination, Harassment and Bullying for Managers and Supervisors	Thursday 12 March 2026	1:00pm – 4:00pm	3hrs	\$450 + GST
April 2026	Alice Springs	Challenging Unconscious Bias	Tuesday 21 April 2026	9:00am – 12:00pm	3hrs	\$450 + GST
		Anti-Discrimination, Harassment and Bullying	Tuesday 21 April 2026	1:00pm – 4:00pm	3hrs	\$450 + GST
		Contact Officer	Wednesday 22 April 2026	9:00am – 4:00pm	7hrs	\$900 + GST
		Positive Duty for Leaders	Thursday 23 April 2026	9:00am – 12:00pm	3hrs	\$450 + GST
		Preventing Discrimination, Harassment and Bullying for Managers and Supervisors	Thursday 23 April 2026	1:00pm – 4:00pm	3hrs	\$450 + GST
May 2026	Nhulunbuy	Challenging Unconscious Bias	Tuesday 12 May 2026	9:00am – 12:00pm	3hrs	\$450 + GST
		Anti-Discrimination Harassment and Bullying	Tuesday 12 May 2026	1:00pm – 4:00pm	3hrs	\$450 + GST
		Positive Duty for Leaders	Wednesday 13 May 2026	9:00am – 12:00pm	3hrs	\$450 + GST
		Preventing Discrimination, Harassment and Bullying for Managers and Supervisors	Wednesday 13 May 2026	1:00pm – 4:00pm	3hrs	\$450 + GST
		Sexual Harassment Bystander Intervention	Thursday 14 May 2026	9:00am – 12:00pm	3hrs	\$450 + GST

**Course Content:**

**Anti-Discrimination, Harassment and Bullying**

- Discrimination, harassment, bullying, sexual harassment and victimisation
- How to deal with inappropriate behaviour in the workplace
- Impact of discrimination on staff well-being and workplace culture
- NT Anti-Discrimination Act and the role of the Commission

Duration: half-day workshop

Catering: Tea, coffee and biscuits provided

**Challenging Unconscious Bias**

- What unconscious bias is and where it comes from
- Impact of unconscious bias on staff well-being and workplace culture
- Organisational benefits of inclusion and diversity
- Strategies to reduce and manage unconscious bias:
  - personal bias
  - organisational strategies and cultural change

Duration: half-day workshop

Catering: Tea, coffee and biscuits provided

**Contact Officer Role**

- Functions of a Contact Officer; first point of contact for workers with a grievance
- Discrimination, harassment, bullying, sexual harassment and victimisation
- Review of relevant policies and procedures
- Contact Officer role - skills practice
- NT Anti-Discrimination Act and the role of the Commission

Duration: full-day workshop (we can also offer half-day refresher courses)

Catering: Lunch, Tea, coffee and biscuits provided

**Preventing Discrimination, Harassment and Bullying for Managers and Supervisors**

- Discrimination, harassment, bullying, sexual harassment and victimisation
- Role and responsibilities of managers and supervisors:
  - Positive duty
  - Positive workplace culture
  - Dealing with inappropriate workplace behaviour
- Vicarious liability
- NT Anti-Discrimination Act and the role of the Commission

Duration: half-day workshop

Catering: Tea, coffee and biscuits provided

### **Sexual Harassment Bystander Intervention**

- What constitutes sexual harassment
- Drivers of sexual harassment
- Bystander role
- Bystander intervention skills
- Responding to disclosures of sexual harassment

Duration: half-day workshop

Catering: Tea, coffee and biscuits provided

### **Positive Duty for Leaders**

- Positive duty
- Minimum standards for compliance with the positive duty
- Prevention planning
- Principles of complaint handling
- Organisational benefits of inclusion, diversity and positive duty culture
- NT Anti-Discrimination Act and the role of the Commission

Duration: half-day workshop

Catering: Tea, coffee and biscuits provided

### **Positive Duty Information Session (Online only)**

- Positive duty
- Minimum standards for compliance with the positive duty

Duration: 1.5 hour workshop

### **Preventing Discrimination, Harassment and Bullying Information Session (Online only)**

- Identifying Discrimination, harassment, bullying, sexual harassment and victimisation
- Options to address inappropriate behaviour in the workplace

Duration: 1.5 hour workshop

### **Registrations:**

To register for training courses, print and fill in the [registration form](#) and email to [Training.ADC@nt.gov.au](mailto:Training.ADC@nt.gov.au) or call 1800 813 846.

Register a week before training start to secure your place. To learn about our other training packages, visit <https://adc.nt.gov.au/education-and-training>.

**Cancellation Policy:**

- Cancellations received more than 7 working days prior to commencement of the course will be free of charge.
- Cancellations received less than 7 working days prior to commencement of the course will be charged the full fee.
- Cancellations should be provided in writing by email to: [Training.ADC@nt.gov.au](mailto:Training.ADC@nt.gov.au).
- Enrolees who do not attend the class will be charged the full fee. Enrolees who do not attend due to sickness may be transferred to another course or receive a refund upon receipt of a medical certificate.
- In the event a course is cancelled by the Anti-Discrimination Commission all enrolees will be notified and be offered a place on the next available program.

**Customised Training:**

Customised training courses can also be organised for businesses or organisations that would prefer to have in-house training for their staff. We tailor training to address certain areas of discrimination, and can target the training specifically for managers, staff or contact officers. We can also link training directly to your policies and procedures.

Please see below list of customised training course available.

- Anti-Discrimination, Harassment and Bullying
- Challenging Unconscious Bias
- Contact Officer and Contact Officer Refresher
- Positive Duty for Leaders
- Preventing Discrimination, Harassment and Bullying for Managers and Supervisors
- Sexual Harassment Bystander Intervention
- Trans and Gender Diverse People

**Questions:**

For more information contact:

NT Anti-Discrimination Commission: (08) 8999 1444 or free call 1800 813 846

Email: [Training.ADC@nt.gov.au](mailto:Training.ADC@nt.gov.au)