



# CUSTOMISED



# ANTI-DISCRIMINATION TRAINING

## LET THE NT ANTI-DISCRIMINATION COMMISSION HELP YOU

- We can come to your workplace to deliver customised courses that meet your needs. 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.
- For more information, and an obligation-free quote, please contact:
  - Anika Oling (08) 8999 1461
  - Email: [antidiscrimination@nt.gov.au](mailto:antidiscrimination@nt.gov.au)

## ANTI-DISCRIMINATION, HARASSMENT & 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  
**Who:** All staff  
**Cost:** \$2450 + GST  
5 - 20 participants per group

## UNCONSCIOUS BIAS

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

**Duration:** Half day workshop  
**Who:** All staff, especially those involved in recruitment  
**Cost:** \$2450 + GST  
5 - 20 participants per group

## POSITIVE DUTY FOR LEADERS

- Positive duty
- Minimum standards for compliance
- Prevention planning
- Principles of complaint handling
- Organisational benefits of inclusion, diversity and positive duty culture

**Duration:** Half day workshop  
**Who:** People in leadership roles  
**Cost:** \$2450 + GST  
5 - 20 participants per group

NEW

# CONTACT OFFICER

- Functions of a Contact Officer; first point of contact for workers with a grievance
- Discrimination, Harassment and Bullying
- Sexual Harassment; 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  
**Who:** New Contact Officers  
**Cost:** \$4900 + GST  
5 – 20 participants per group

# CONTACT OFFICER REFRESHER

- Functions of a Contact Officer; first point of contact for workers with a grievance
- Refresher: Discrimination, Harassment and Bullying, Sexual Harassment and Victimisation
- Contact Officer role - skills practice
- Only people already trained as Contact Officer are eligible to participate

**Duration:** Half day workshop  
**Who:** Trained Contact Officers who wish to refresh their knowledge  
**Cost:** \$2450 + GST  
5 – 20 participants per group

# SEXUAL HARASSMENT BYSTANDER INTERVENTION

- What constitutes sexual harassment
- Drivers of sexual harassment
- Impacts of sexual harassment
- Barriers to bystander intervention
- Bystander role and skills

We also offer customised Sexual Harassment Bystander Intervention training for the legal profession to meet your core competency (CD) CPD requirements

**Duration:** Half day workshop  
**Who:** All staff  
**Cost:** \$2450 + GST  
5 – 20 participants per group

# PREVENTING DISCRIMINATION, HARASSMENT & BULLYING FOR MANAGERS & SUPERVISORS

- Discrimination, Harassment and Bullying
- Sexual Harassment; 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  
**Who:** Managers, Supervisors and HR staff  
**Cost:** \$2450 + GST  
5 – 20 participants per group



**NORTHERN TERRITORY  
ANTI-DISCRIMINATION  
COMMISSION**