



CUSTOMISED ANTI-DISCRIMINATION TRAINING



NT ANTI-DISCRIMINATION COMMISSION TRAINING PACKAGES

- 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:
 - Call: (08) 8999 1444
 - Email: Training.ADC@nt.gov.au

We offer pricing for Non-For-Profit Organisations

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: \$3000 + 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: \$3000 + 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: \$3000 + GST

5 – 20 participants per group

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

****We also offer a half day Contact Officer Refresher course.**

Duration: Full day workshop
Who: New Contact Officers
Cost: \$6000 + GST
5 – 20 participants per group

LGBTQIASB+ SAFETY INCLUSION

- Key LGBTQIASB+ terms and identities
- Positive duty and how the Anti-Discrimination Act 1992 (NT) protects people based on gender identity, sex, sexual orientation, sex characteristics and HIV status
- Explore the barriers experienced by the LGBTQIASB+ community in enjoying their rights to equal opportunity, safety and dignity
- Develop a plan to create an LGBTQIASB+ safe and inclusive workplace for staff and in service delivery

Duration: Full day workshop
Who: All Staff
Cost: \$6000 + GST
5 – 20 participants per group

NEW

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: \$3000 + 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: \$3000 + GST
5 – 20 participants per group



NORTHERN TERRITORY
ANTI-DISCRIMINATION
COMMISSION