

# EDUCATION AND TRAINING ABOUT DISCRIMINATION LAW

## What participants have said about our training

**'I expected this session to be very dry and airy-fairy. Roz was well grounded in the material. I now understand discrimination more fully.'**

Management training participant

**'I will be more aware and better prepared to minimise bullying and harassment. As a section head I intend to introduce a standing agenda item with a view to improving the visibility of the issue. This will be consistent with a number of other workplace policies around health and safety.'**

Bullying and Harassment Prevention training participant

**'The course was very well presented and the course content I see as a positive challenge in my life. Great to have the training over two half days. Overall, a great course.'**

Workplace Support/Contact Officer training participant

**'Every year Louise undertakes valuable, relevant and professionally delivered workshops for our students.'**

College student awareness talk, teacher feedback

### **Equal Opportunity Tasmania**

(the office of the Anti-Discrimination Commissioner)

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### **National Relay Service**

TTY Users: Phone 133 677 then ask for 1300 305 062

Speak and Listen: 1300 555 727 then ask for 1300 305 062

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Celebrating Difference  
Embracing Equality

# EDUCATION AND TRAINING ABOUT DISCRIMINATION LAW

Having effective discrimination and harassment prevention strategies in place is good practice, good for business, and the law requires it.

The Tasmanian *Anti-Discrimination Act 1988* requires all organisations, regardless of their size, to be active in preventing discrimination, harassment and other related unlawful conduct. Organisations must make sure all staff members and other people involved with the organisation (including volunteers, casuals, contract workers, board or management committee members, and part-time and full-time workers) are aware of their rights and responsibilities under discrimination law.

Training is an important part of ensuring awareness and legal compliance.

## How can we help you?

Our trainers are specialists in discrimination law. They:

- are highly experienced in developing and delivering training and education to the public, private and community sectors in a wide variety of industries
- have extensive experience in facilitating difficult and controversial conversations in a positive manner
- have the latest information about recent case decisions, complaint trends and emerging issues
- are committed to delivering quality up-to-date information
- can provide advice on putting in place the right processes and procedures to prevent discrimination and harassment

Our training content can be tailored to suit your organisation and needs.

## Awareness training

Discrimination, harassment and bullying prevention training programs may include:

- understanding and preventing discrimination (what it is and what it isn't)
- understanding and encouraging respectful and appropriate behaviour
- understanding and preventing sexual harassment
- understanding and preventing bullying
- what to do if you are treated unfairly

## Management training programs

Business owners, managers and supervisors have an especially important role to play in preventing discrimination in organisations. These training sessions cover topics including:

- assessing, preventing and managing harassment, bullying and discrimination
- recruitment and selection strategies to minimise the risk of unlawful discrimination
- writing discrimination and workplace behaviour policies

We also offer train-the-trainer courses to help you build an effective in-house discrimination prevention training program.

## Workplace support or contact officer training programs

Many organisations have workplace support officers or contact officers. For these organisations and people in these positions, we offer guidance and training in preventing and dealing with discrimination and conduct issues in the workplace. We also provide information materials that can be tailored for use in your organisation.

## Community engagement and education

Our training team liaises and works co-operatively with not-for-profit community organisations and groups, schools, colleges, other educational institutions, unions and interested individuals to provide a range of free training and information sessions.

Community information sessions, workshops and engagement forums aim to promote non-discriminatory practices and give information and support to those groups most likely to experience discrimination, harassment and bullying.

We also participate in and present information at a wide range of conferences, forums, expos and other community events.

## Training location

Our trainers will come to your organisation to deliver training onsite, or training can be arranged at one of our training venues.

## Fees

We provide free short information and education sessions to community groups, not-for-profit organisations, schools and colleges.

Workplace-based customised training and our scheduled (calendar) training attract a fee. Please contact us for further details.

## If you would like to know more about training

For information on upcoming training events, visit our website. To arrange a customised training session for your organisation please contact our office.