



# Preventing Workplace Harassment and Discrimination in Australia

**PROTECT YOUR WORKFORCE WITH TRAINING THAT'S BUILT FOR COMPLIANCE AND DESIGNED TO STREAMLINE COMPLEX MANDATES.**

A workplace free from sexual harassment and discrimination isn't just a legal requirement in Australia—it's a powerful driver of culture, innovation, and business performance.

Compliance is only the starting point. Real change happens when training builds empathy, awareness, and accountability, creating environments where employees feel safe to contribute, grow, and thrive. SHIFT's courses are built to do exactly that—engaging learners worldwide in a way that shifts mindsets, changes behavior, and supports lasting cultural and bottom-line impact.

## TRAINING OVERVIEW

This training helps employers meet Australia's Positive Duty to proactively prevent workplace discrimination and harassment under the Sex Discrimination Act of 1984. Learners gain practical tools to recognize, prevent, and respond to inappropriate behavior that creates hostile work environments—empowering them to contribute to a positive culture.

## LEARNING OBJECTIVES

Self-paced eLearning with interactive scenarios and reflection points.

- **Identifying, preventing, and responding** to harassment, and discrimination
- **Recognizing early warning signs** and how to intervene and report
- **Understanding** the difference between intent and impact
- **Empowering employees** with bystander and prevention skills

## WHITE GLOVE CUSTOMIZATION & IMPLEMENTATION

Industry's most advanced customization - tailored to your brand, your people, your policy.  
With dedicated support team for seamless implementation.

## HELPS TO SATISFY EMPLOYERS' POSITIVE DUTY UNDER THE SEX DISCRIMINATION ACT OF 1984

The 2022 Positive Duty requires all Australian organisations to actively prevent, not just respond to, workplace harassment.



30 Minutes



Mobile Friendly



Instant Certificate Download



English, Spanish (Others available)



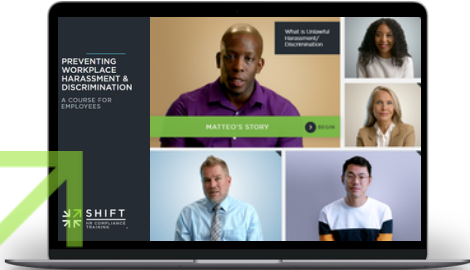
Fully WCAG 2.1 AA Compliant

Flexible SCORM delivery options

Hosted by SHIFT or your LMS

Built for Compliance.  
Designed for Change.

## BEST-IN-CLASS HR COMPLIANCE & WORKPLACE CULTURE TRAINING SOLUTIONS



### SHIFT YOUR EXPECTATIONS OF COMPLIANCE TRAINING

**SCHEDULE A FREE ASSESSMENT WITH OUR EXPERT TRAINING TEAM**

-  Minimize risk exposure with **training built by top-rated employment law attorneys** with deep expertise in state, federal, and global mandates
-  Boost course completion and knowledge retention with **engaging and interactive courses designed by subject matter experts**, including social psychologists and legal experts
-  Stay protected against emerging risks with **content that evolves** alongside shifting workplace challenges, new regulations, and timely, relevant issues
-  Achieve lasting change with **empathy-based training that shifts mindsets and behavior**, with learning resources for reinforcement
-  **Bespoke customization** increases employee buy-in with training that reflects your brand, workplace, and industry
-  Save valuable time and resources with our **dedicated support team**, ensuring a smooth and seamless implementation

## YOUR CULTURE SHIFT BEGINS HERE

### HR COMPLIANCE COURSES

- Preventing Workplace Harassment and Discrimination
  - CA, CT, DE, IL/Chicago, ME, WA & NY/NYC compliant
  - Canada, UK, Australia, India & Global editions
- Preventing Workplace Violence
  - California & NY Retail Workers Safety Act
- Active Shooter & Active Threat Preparedness
- Code of Conduct: Cultivating Workplace Ethics & Preventing Bribery, Fraud & Corruption
- Bystander Intervention
- Preventing Workplace Bullying

**VIEW OUR FULL CATALOG**

### WORKPLACE CULTURE COURSES

- Civility in Action: Fostering Trust & Respect
- Building Psychological Safety for High Performing Teams
- Thriving in a Multi-Generational Workforce
- Building Employee Inclusion & Upstander Culture
- Unconscious Bias: SHIFTING From Awareness to Action
- Unconscious Bias: The Impact of Microaggressions
- Building Cultural Competency
- Allyship in Action
- Transgender Inclusion in the Workplace
- Disability Etiquette & Beyond

### SHIFT IN MINUTES Power Skills in 10 Minutes

- Conversations that Count: Giving and Receiving Feedback
- Belonging in Action: Advancing Inclusive Workplaces
- Tuned in Teams: Effective Listening



**Higher Engagement**



**Increased Productivity**



**More Innovation**



**Better Business Results**

Built for Compliance.  
Designed for Change.