



Diversity in the Workplace

A culture without Harassment™

PROGRAM OVERVIEW

There are three approaches to training in diversity and harassment:

1. We better do it because, if we don't, our people might do the wrong thing and we will all be in trouble!
2. If we do it we can provide a rewarding and enjoyable workplace for everyone, regardless of any differences between them.
3. It will allow us to get the greatest value from all of the very different people who are working for us by ensuring everyone is given the opportunity to demonstrate their skills and by having teams that accept each other and work together well.

In fact, all three are excellent reasons to do this course: at a minimum, your people will leave the course knowing what they need to do to comply with the rules. Most participants leave with something far more significant: a deeper understanding of themselves, their values and their behaviours which translates into improved communication, greater acceptance and more coherent teams. The net result is higher productivity.

THE BOTTOM LINE

Teams and organisations have a choice as to how they respond to diversity:

- Let it lead to poor communication, mistrust and hostility. In short, it can become a basis for discrimination, harassment and prejudice.
- OR ■ Benefit from the range of different perspectives, values and approaches to any situation, which can broaden thinking, leading to improved productivity and flexibility.

This course ensures that your people have the awareness, the knowledge and the skills to make that choice appropriately.

BENEFITS

This course increases awareness and modifies behaviour and is critical for:

- The legal reasons – no business or individual wants to experience the consequences of 'doing the wrong thing'.
- The moral reasons – we all know that it is wrong to treat someone poorly and this course will help you avoid that.
- The personal reasons – our self development is demonstrated by an ability to challenge our own limiting beliefs.
- The business reasons – organisations that embrace diversity have happier teams, broader employment pools, better community standing, lower staff turnover and absenteeism and higher creativity and innovation – to name just a few of the positives.



FREE CALL
Australia Wide:
1800 241 133
www.reallearning.com.au

SPECIFIC OUTCOMES INCLUDE:

Recognition of what diversity means in the workplace – if you know what it is you can do something about it

Understanding of the negative results of discrimination and harassment

Acceptance that tolerance and diversity bring a whole range of positive outcomes

Participants are expected to self assess and challenge their behaviours, attitudes and beliefs

A reduction in discriminatory behaviour and harassment

Development of strategies to prevent and deal with harassment