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Harassment, Discrimination and Bullying Prevention

Workshop Outcomes

To develop an understanding of employer and employee rights and responsibilities in terms of maintaining an environment free from harassment, discrimination and/or bullying.

Audience

Managers, leaders, all staff, support people (EAP, HR personnel, Industrial Chaplains, Health and Safety advisors, etc.)

Content

- Harassment/discrimination/bullying definitions
- Legal responsibilities
- Options for resolving a complaint
- Actioning a complaint
- Conducting an investigation
- Natural Justice
- Record keeping
- Remedies and actions on completion of an investigation
- Appeals
- Monitoring the workplace

Process

Harassment, discrimination and bullying prevention workshops are designed to fit with the organisations policies, procedures, and support structures. In addition to providing training for leaders in managing a harassment/discrimination/bullying- free environment, general awareness training is provided for staff.

Duration:

2 days for Leaders and Support People

1/2 to 1 day for General Awareness

Venue:

One large training room