



Office of the Anti-Discrimination Commissioner

Education and Training

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 1998* 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 the *Anti-Discrimination Act*.

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 information about putting in place the right processes and procedures to prevent discrimination and harassment

Our training content can be tailored to suit your organisational needs.

Types of training

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

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.

If you would like to know more about training

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

Office of the Anti-Discrimination Commissioner

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