

Leading through Inclusion: Preventing and Responding to Sexual Harassment

Building Respectful Workplaces

Despite more than 40 years of legislation, workplace policies and training, sexual harassment remains a persistent issue in Australian workplaces. Almost one in five workers continue to experience sexual harassment at work, while recent legislative changes have increased employer responsibility to prevent and address it.

Preventing workplace sexual harassment requires more than policies and reporting mechanisms. Sexual harassment is both driven by and reinforces gender inequality, making it critical to understand how workplace culture, power and inclusion shape people's experiences. A diversity and inclusion (D&I) lens can help organisations better identify and address the factors that contribute to harm.

DCA's latest research highlights inclusion as a powerful protective factor. Workers in inclusive teams are 3x less likely to experience sexual harassment, those with inclusive managers are 2.5x less likely, and workers in inclusive organisations are 2x more likely to experience protection from harassment. Building inclusion is therefore not only essential for creating positive workplace cultures, but also a critical strategy for preventing sexual harassment and reducing its impact.

This program will outline what sexual harassment in the workplace is, present the key legal and organisational responsibilities that workplaces and leaders must prevent and address sexual harassment, outline how you as a leader can prevent and respond to workplace incidents and explore how fostering inclusive workplace behaviours can help create environments where sexual harassment is less likely to occur.

This program equips workplace leaders with evidence-based insights, practical tools and inclusive leadership behaviours to help create respectful workplace cultures and reduce the likelihood and impact of sexual harassment.

This is a 2-hour program, delivered virtually or in person.

Learning Outcomes

By the end of this session, participants will be able to:

- Recognise sexual harassment, including overt, subtle, and systemic behaviours, and understand its impacts
- Understand legal and organisational responsibilities, including the positive duty and psychosocial safety obligations.
- Apply proactive strategies to prevent sexual harassment and create safe, respectful, and inclusive workplaces.
- Respond appropriately to disclosures, to ensure issues are addressed appropriately and early.
- Demonstrate leadership behaviours that foster respect, inclusion, accountability.

Program Overview

- Part 1: understanding sexual harassment and role of leaders
- Part 2: risks and impacts of workplace sexual harassment
- Part 3: preventing workplace sexual harassment through inclusion
- Part 4: addressing workplace sexual harassment

Interactive Elements

This program includes group discussions, case studies, self-reflection activities and post training resources for participants.

Learner Profile

This program is suitable for leaders, people managers, HR professionals, and workplace specialists involved in creating safe, inclusive, and respectful workplaces:

- People Leaders with a range of experience
- C-Suite
- D&I practitioners
- HR/People and Culture Professionals
- Learning and Development Teams
- WHS Teams
- Contact Officers
- Employee Relations Specialists
- Workplace Investigations Teams

Pricing and Format

Delivery Method	Program Duration	Member Price*	Non-Member Price*
Face-to-Face	2 hours	\$4,400	\$6,050
Virtual	2 hours	\$3,850	\$5,500

To encourage maximum learner participation, this program is limited to groups of up to 30 per program. Up to 10 extra employees can attend for an additional participant surcharge of \$500 per program.

*All pricing is GST inclusive.

Next Steps

To send through an expression of interest: please complete our [program EOI form](#). Alternatively email workshops@dca.org.au or phone 02 8014 4300.