

Preventing and Responding to Everyday Sexism and Sexual Harassment through Inclusion

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, with the impacts often felt most acutely by workers from marginalised groups.

Preventing workplace sexual harassment requires more than policies and reporting mechanisms. Sexual harassment is both driven by and reinforces gender inequality, making it important to understand how workplace culture, power and inclusion shape people's experiences. Taking a diversity and inclusion (D&I) lens can help us recognise the factors that contribute to harm and identify opportunities to create safer, more respectful workplaces.

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, explore the connection between inclusion, gender equality and workplace sexual harassment and discuss practical steps that you can take to prevent and respond to sexual harassment in the workplace.

This program equips participants with the knowledge and practical tools to recognise the role inclusion plays in preventing workplace sexual harassment and to contribute to a culture of respect, safety and belonging for all.

This is a 90-minute program, delivered virtually or in person.

Learning Outcomes

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

- Understand what sexual harassment is and other related unlawful behaviours
- Recognise how harassment can show up in everyday workplace interactions and contexts
- Be able to identify the impact of harassment on individuals, teams, and organisations
- Understand how to respond appropriately as a target, bystander, or colleague
- Understand how to contribute to a safe, respectful and inclusive workplace culture

Program Overview

- Part 1: Understanding sexual harassment and its impacts
- Part 2: Preventing workplace sexual harassment through inclusive behaviours
- Part 3: From bystander to upstander: Supporting colleagues and speaking up

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 all employees from any organisation and organisational level, regardless of prior subject knowledge.

Pricing and Format

Delivery Method	Program Duration	Member Price*	Non-Member Price*
Face-to-Face	90 mins	\$3,300	\$4,950
Virtual	90 mins	\$2,750	\$4,400

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.