



# FACILITATED COMPLIANCE WORKSHOPS

## Workplace Bullying & Sexual Harassment



Our workshops run for approximately 90 minutes and involve face-to-face in-depth sessions on the courses of your choosing. Training materials are included.

Workshops are fully scoped from the outset to meet your needs. To ensure the content aligns with your expected learning outcomes, we recommend an initial briefing session between the facilitator and key stakeholders.

As part of our regular process, we review and incorporate organisation statements, policies, procedures and other materials into the training.

### Subject Matter

The consequences of workplace bullying and sexual harassment are significant. Not only do they harm the mental health and safety of individuals, but they can also lead to heavy costs for organisations, including reputational damage, compensation orders and high staff turnover.

This workshop aims to address workplace bullying and sexual harassment using an interactive and collaborative approach to shared learning.

### Learning Outcomes

1. Outline the causes of bullying and sexual harassment in the workplace.
2. Identify behaviours that amount to bullying and sexual harassment in the workplace.
3. Explain how bullying and sexual harassment impacts individuals, workplaces and the community.
4. Describe the regulatory framework that addresses bullying and sexual harassment in the workplace.
5. Detail strategies for preventing, responding to and reporting incidents of bullying and sexual harassment in the workplace.

### Incidence of workplace sexual harassment

**In the last 12 months**  
About **1 in 5** people  
(19%) have been sexually harassed at work.



**In the last 5 years**  
About **1 in 3** people  
(33%) have been sexually harassed at work (41% of women and 26% of men).



### The cost of sexual harassment in Australia

**62%** decreased job satisfaction  
**53%** decreased commitment to their organisation  
**67%** negative mental health issues

---

**\$16M** total estimated cost of workers compensation claims related to sexual harassment in the 2022 financial year.

## Meet Our Facilitators



**Sophie Favelle**

Learning & Development  
Consultant



**Vito Giudice**

Governance, Risk and  
Compliance Consultant



**Kirsten Trott**

Governance, Risk and  
Compliance Consultant



**Bill Tarrant**

Subject Matter Expert

**Our Facilitator Bios:** <https://grc-solutions.com/services/workshop-and-webinars/>

**Contact Us:** [contactus@grc-solutions.com](mailto:contactus@grc-solutions.com)

### Workshop Specifics

We recommend no more than 30 people per session to ensure an optimal learning environment where each participant can actively engage, receive personalised attention and contribute meaningfully to discussions and activities.

This workshop will be interactive with elements of sitting, standing and moving throughout. Ideally, the location will allow the learners to sit at desks in groups of about 6, but also have enough room that they can stand up and walk around the desks. Essential technical requirements include space for a laptop computer, a large screen with HDMI/USB-C connectivity. We request meeting with your IT representative prior to the first session to ensure seamless connectivity on the day.

### Measuring Workshop Effectiveness

Assessing workshop effectiveness will involve evaluation before, during and after the event. Learning goals are aligned with appropriate assessment methods to gauge knowledge transformation and guide future learning. Assessment mapping, outlined as follows, will be agreed upon by the Council and GRC Solutions.

- **Pre-training:** Diagnostics assess baseline knowledge, employing quizzes, self-assessments and discussions.
- **During-training:** Formative assessment provides ongoing feedback through observations, Q&A and group work.
- **Post-training:** Summative assessment at the end evaluates knowledge transformation using tests, self-assessments and teaching evaluations.

Quantitative and qualitative assessment data are provided to HR for analysis. We encourage Council HR to attend sessions for firsthand observation of discussions and activities.