



PROFESSIONAL  
DEVELOPMENT  
TRAINING

# Respect in the Workplace - 3 hours

 09 884 0762

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 0.5 DAY COURSE

**A manager's role is becoming increasingly complex. Not only are managers required to manage functions, deliver results and lead people, but they must also comply with New Zealand's workplace laws and employer obligations.**

**In New Zealand, employers have responsibilities to prevent and respond to workplace discrimination, harassment, sexual harassment and bullying under legislation including the Health and Safety at Work Act 2015, the Employment Relations Act 2000 and the Human Rights Act 1993. Harassment and bullying are workplace risks that organisations must actively manage, and employers are expected to have clear policies, reporting processes, training and appropriate responses in place.**

**Recent changes also extended the timeframe for raising a personal grievance for sexual harassment, reinforcing the importance of proactive prevention, manager awareness and effective workplace systems.**

**Would your business be able to demonstrate that it is meeting its obligations?**

**This half-day workshop will provide managers with an understanding of current New Zealand workplace laws relating to discrimination, harassment, sexual harassment and bullying, along with the specific responsibilities of every manager.**

## **What You'll Gain:**

This half day workshop meets the best practice requirements from the Respect@work findings to equip managers with the knowledge to effectively carry out those responsibilities.

1. Training is conducted virtually and instructor lead.
2. Participation should be active with learners engaging with the content in a way relevant to their own context and experience with what they know and think they know.
3. Training which encourages debate and discussion, and create space for questions, doubt, and concerns.



4. Provide a safe space for reflection, revision of positions.

5. Explore and address resistance from women and men about sexual harassment policy and training.

In addition, you will be provided with a template to produce your own policy.

## Outcomes

### Course participants learn about:

- Understand the legal context
- Explore the impact on individuals and the organisation
- Understand what action to take if you observe or become aware of it occurring
- Understand your specific responsibilities as a manager
- Know what actions to take if you observe it in your workplace
- Understand the importance of organisational policies
- Understand the difference between formal and informal complaints process
- Understand how to support the complainant and alleged perpetrator
- Apply the applicable tenets if a complaint is received
- Understand ongoing education requirements for both leaders and employees

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## Modules

**Talk to our expert team**

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