

## AWARENESS AND PREVENTION OF WORKPLACE BULLYING

The Awareness and Prevention of Workplace Bullying course provides information on how employers can implement measures to reduce or eliminate workplace bullying, so far as is reasonably practicable. Participants are provided with information and practical examples on identification, response and resolution of workplace bullying. With a focus on awareness and prevention, this course will cover workplace bullying from an Occupational Health and Safety (OHS) and legal perspective.

This course will equip participants with the knowledge and ability to understand what constitutes bullying, identify acceptable workplace behaviours and have a clear understanding of the risks and consequences of bullying.

## BENEFITS TO YOU AND YOUR ORGANISATION

Preventing Bullying in the Workplace Awareness course participants will:

- Learn to identify the relevant and applicable Australian workplace legislation;
- Identify organisational and individual roles in relation to the detection and prevention of bullying;
- Understand resolution options for responding to bullying;
- Build effective communication tools to adopt a consultative approach; and
- Enable participants to better understand their own Policies and Procedures.



## COURSE SESSIONS

### SESSION 1

#### AUSTRALIAN WORKPLACE LEGISLATION

Identify key features of current legislation, own company values, expectations and behaviours.

### SESSION 2

#### WHAT CONSTITUTES BULLYING?

Learn what is and is not considered workplace bullying, the differences between bullying and harassment and what Brodie's Law has achieved.

### SESSION 3

#### THE RISKS

Identify the risks discrimination, bullying and harassment has on individuals and the workplace culture. Identify workplace grievance processes and reporting options.

### SIMULATION SESSION

#### RESPONSE AND PREVENTION

Practice identifying and responding to workplace bullying whilst implementing solutions to given issues.

## HOW WILL I LEARN?

This course is delivered utilising our unique combination of classroom style learning, feedback workshop and a simulated building site. Participants assume a site leadership role and are given the opportunity to practice and apply newly learnt skills and knowledge when confronted with everyday challenges and behaviours experienced on site.

Learning is reinforced and enhanced in our simulation session with a team of highly trained specialist actors. Participants are given the opportunity to identify, influence, communicate and provide direction to site personnel and subcontractors.

In our safe learning environment, participants will be challenged to demonstrate effective consultation and practice responding to workplace bullying.

## DEBRIEFING SESSIONS

Each simulation is monitored by a team of trained observers and followed by a facilitated debriefing session. Here participants are able to exchange their experiences and individual feedback is provided by the observers.

Participants discover that there are many ways to approach each interaction or challenge and how their actions influence onsite outcomes. Participants will become more aware of appropriate and inappropriate workplace behaviours and have opportunities to practice, refine and implement solutions.

BLSC participants will develop the awareness to recognise bullying and inappropriate workplace behaviours, identify processes that deal with bullying whilst advocating that there is no place for bullying in the workplace!

## ENROLMENT DETAILS

Duration: 4 hours (8.30am – 12:30pm)

Dates: TBC

Cost (inc. GST):

\$465 – Master Builder Member & Incolink Contributor

\$695 – Master Builder Member

\$610 – Incolink Contributor

\$820 – Non Member

To make a booking please call 9411 8000 or book online at [blsc.com.au](http://blsc.com.au)