

# Respect, Equity & Diversity (RED)

## Half day



## Pre-requisites

There are no pre-requisites for this course.

## Description

Explore the role of organisational values and Respect, Equity & Diversity in your workplace. RED is part of OH&S.

## Aim

To be able to implement **real** strategies in your workplace to encourage and support respect, equity and diversity.

## Learning Outcomes

**At the completion of this course you should have the skills and knowledge to:**

- Describe the aims of RED (Respect, Equity & Diversity) in the workplace
- Understand the legislative basis of RED
- Describe how respect, equity and diversity are demonstrated in the workplace and the benefits
- The role of Occupational Health and Safety
- Understand who is affected by inappropriate work behaviour
- The costs associated with breaches
- Demonstrate an understanding of discrimination, harassment and bullying.
- Describe your responsibilities in relation to RED
- Recognise others being harassed, discriminated or bullied at work
- Reflect on values and beliefs about diversity
- Attain new strategies and skills at work

## Topics Covered

**Key topics covered on this course include:**

### Core Dimensions of Diversity

#### Your workforce profile

#### What is RED?

- What is Respect?
- What is Equity?
- What is Diversity?

#### Legislative Basis

- Acts, Policies and Procedures
- What is Occupational Health and Safety (OH&S)

#### Discrimination

- Definition

#### Harassment

- Definition

#### Bullying

- Definition

#### Problems

- Surprising stats
- Cost to employers
- Cost to business
- Solutions

#### Workplace Issues

- The power imbalance
- Providing a safe work environment
- Open Door Protocol
- Work well-being

#### Roles and Responsibilities

- What are the responsibilities?
- Real strategies that can be adopted



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