

# GRC Solutions launches new Workplace Behaviours eLearning course.

## [Addressing Bullying, Harassment, and Discrimination in the workplace](#)

All employers have an overarching duty of care to avoid exposing their employees to unreasonable and foreseeable risks of injury. As highlighted by recent cases in the media, this duty of care extends to the prevention of harm from sexual harassment, bullying and discrimination. Employers should have regular compliance reporting to ensure employees remain adequately trained and have access to a clear policy setting out how and to whom complaints are addressed.

A recent report from the Human Rights Commission found that one in three people experienced sexual harassment at work in the past five years. [Respect@Work](#)

The Report highlights several negative effects of workplace sexual harassment:

- staff turnover;
- negative workplace culture;
- resource expenditure to deal with sexual harassment; and
- damages associated with claims brought against a business for sexual harassment.

Employees also have a duty under occupational health and safety laws to take reasonable care for the health and safety of their colleagues. Training should ensure that staff are empowered to act in support of their colleagues and know how to report issues they become aware of.

GRC Solutions is proud to launch our ground-breaking new course, which aims not only to help you to prevent and address misconduct in the workplace but also to celebrate and support diversity and inclusion.

As UNESCO's World Day for Cultural Diversity for Dialogue and Development approaches on 21 May, there has never been a better time for everyone to train on the standards of conduct and behaviours that safeguard us all.

Backed by powerful case studies, scenarios, and a fresh visual design, it delivers practical tips on how to prevent and address bullying, discrimination, and sexual harassment in the workplace, whether in the office, at home, or off site.

For the first time, we ask learners to imagine a higher standard of conduct than just avoiding breaches. A new module on diversity and inclusion covers concepts such as accessibility, cultural competence, and unconscious bias, and shows how we can make our workplaces safe, respectful, and inspiring places for all.

- Module 1: Workplace bullying
- Module 2: Discrimination and sexual harassment
- Module 3: (Advanced) Bullying, discrimination, and sexual harassment
- Module 4: (Advanced) Managing incidents
- Module 5: Diversity and inclusion

The content may be taken a combined course or delivered as a series of micro-learning modules scheduled over a number of weeks.

The Workplace Behaviour course can be customised to fit your organisation needs. The course can be deployed via the organisation's own Learning Management System (LMS) or via the GRC Solutions Salt® Compliance LMS.

### **Contacts**

Adrian Phoon  
+61 2 8823 4131  
mailto: [adrian.phoon@grcsolutions.com.au](mailto:adrian.phoon@grcsolutions.com.au)