

Preventing and responding to sexual harassment in workplace – A guide for managers

**People leaders have a key role in preventing and responding to sexual harassment and fostering a respectful workplace culture for all.**

Employers have a legal responsibility under the Equal Opportunity Act to take proactive steps to prevent sexual harassment in the workplace.

This digital learning program, developed by the Victorian Equal Opportunity and Human Rights Commission aimed at helping Victorian employers meet their obligations under Equal Opportunity Act. The module provides practical guidance for people managers and leaders on how to prevent sexual harassment in the workplace and include information on how to respond to reports and complaints safely and effectively.

**Learning outcomes:**

Understand workplace sexual harassment: its nature, impacts, prevalence, and defining features.

Understand managers role in preventing sexual harassment under the Equal Opportunity Act 2010.

Understand the importance of person-centred and trauma informed approaches to responding to reports or complaints.

**Content:**

The big picture, prevalence and context of workplace sexual harassment

Preventing and responding to sexual harassment

Managing complaints and reports - a victim-survivor centred approach

Audience:

People leaders

Duration:

20 minutes

Format:

Online module – video and interactive microlearning activities

Cost Scaled per number of users

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