

elephant ed

WORKPLACE PROGRAM

MORE THAN A MODULE
MORE THAN A MORNING TEA
MORE THAN A POSTER

Respect@Work - December Deadline

In November 2022, the Respect at Work Bill passed Parliament, introducing a positive duty on employers to prevent workplace harassment.

The positive duty will place an onus on employers to take 'reasonable and proportionate' measures to eliminate sex discrimination, sexual harassment and victimisation, as far as possible.

A 12 month transitional period applies before the AHRC's new powers to monitor and assess compliance with the positive duty come into force, ensuring employers have time to prepare.

Employers should begin preparing for this December deadline by implementing robust measures to prevent and respond to sexual harassment in the workplace.

Breaking down barriers to safer, more inclusive workplaces.

Businesses play a crucial role in building a more inclusive society and stamping out harassment, intolerance and discrimination.

At Elephant Ed, we believe all employees should feel safe and valued for who they are. This isn't just a moral responsibility — it's a source of competitive advantage.

By having a diverse workforce that represents our society and fosters an inclusive culture, you're building a place where people can thrive.

Our Difference

Elephant Ed's workshops are high impact, interactive and engaging. We share practical and evidence-based strategies to prevent harmful behaviour, crafting an environment where your employees feel safe, empowered and supported.

People

Our facilitators are highly-trained, charismatic and engaging. They have the ability to connect with your employees on a deeper level to create meaningful change.

Content

We don't shy away from tough topics - we tackle them head on. Our content is designed to respond to relevant matters and challenges facing workplaces.

Delivery

We steer clear of lecture-style presentations. Our workshops are informal and interactive, encouraging dialogue through facilitating conversation and thought-provoking discussion.

Our impact

99%

**Would recommend
Elephant Ed's
workshops to
others**

97%

**Want Elephant Ed to
return to facilitate
other workshops**

99%

**Are likely to use
Elephant Ed's
strategies moving
forward**

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The facilitator was brilliant. They were engaging, respectful to all opinions and genuinely fab and bringing everyone into the conversation. The content was great, it was a good balance between understanding why this is an issue, education on how to identify it and strategies. Overall 10/10.



You're in good company.

zeller



VINOMOFO

Bakers
Delight

ARQ
group

Riparide 



Loved the workshop. Great balance of engaging activities and information, with the facilitators creating a safe, friendly space from the get go. They adapted really well to our workplace's vibe and not only made us more aware of sexual harassment in the workplace, but also helped us formulate strategies to be an up-stander, rather than a bystander.



Our Workshops

Sexual Harassment

Positive duties under work health and safety laws require employers to do all they reasonably can to prevent sexual harassment.

Elephant Ed's Sexual Harassment Workshops support employees to gain a deeper understanding of sexual harassment in the workplace, including its origins, why it happens and how it plays out in different contexts. The workshops promote safer and more positive workplace cultures that prevent and stand up to sexual harassment, as well as empowering participants with avenues to seek help if needed.

Inclusivity

The Sex Discrimination Act makes it unlawful to treat people less favourably because of their sexual orientation, gender identity or intersex status.

Elephant Ed's Inclusivity workshop supports employees to gain a deeper understanding of gender and sexual diversity, particularly in the workplace context. The workshop promotes inclusive, diverse and safe workplace environments and negates discrimination based on gender and sexuality.

Sexual Harassment - by the numbers

1 in 3

People said they have experienced sexual harassment at work in the last five years

1 in 2

People have been exposed to sexual harassment, either as a victim, or as a bystander

1 in 3

Bystanders took any action to prevent or reduce the harm of sexual harassment witnessed

Sexual Harassment - Part 1

Aim:

To gain a deeper understanding of sexual harassment in the workplace, including its origins, why it happens and how it plays out in different contexts.

Key Learning Outcomes:

- Statistics around sexual harassment in Australia
- Definition and overview of sexual harassment
- Legalities related to sexual harassment
- Root causes of sexual harassment, including gender and power imbalances
- Common forms of unwelcome sexual behaviour
- Entrenched cultural practices in the workplace

Sexual Harassment - Part 2

Aim:

To create safer and more positive workplace cultures that prevent and stand up to sexual harassment, as well as avenues to seek help if required.

Key Learning Outcomes:

- Scenario-based discussion applying knowledge from Part 1
- Intersection between gender, privilege and harassment
- Exploring bystander behaviour, including bystander intervention strategies
- Avenues to seek help for sexual harassment
- Supporting colleagues in need

Inclusivity - by the numbers

1 in 10

Australians may have a diverse sexual orientation, sex or gender identity

2 in 5

LGBTI people hide their sexuality or gender identity at work

3 in 5

Gay, lesbian, bisexual & transgender people experience verbal abuse

Inclusivity

Aim:

To promote inclusive, diverse and safe workplace environments and negate discrimination based on identity and sexuality.

Key Learning Outcomes:

- Definitions and key terminology around LGBTQIA+
- Intersection between biological sex, gender and attraction
- Statistics related to workplace discrimination related to the LGBTQIA+ community
- Exploring strategies to make the workplace safer and more inclusive for diverse people
- The importance and correct use of pronouns

Workshop Logistics



Duration

90 min per workshop (Sexual Harassment can be condensed into one 2 hour workshop if required)



Group Size

Up to ~35 participants per group



Delivery Mode

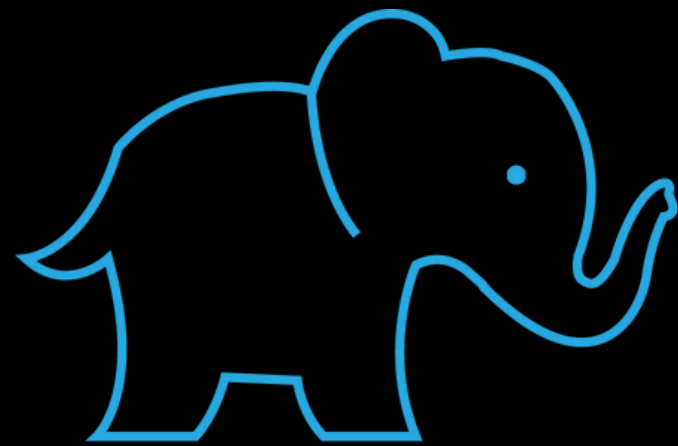
Workshops can be delivered face-to-face or online.



Set Up

Face-to-face workshops are best delivered in an informal space where participants can move around and sit in a semi circle.

Get in touch



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