A SAFER WORKPLACE:

Preventing and Responding to Sexual Harassment in the Mining Industry - Online Training

The Australian Human Rights Commission's Respect@Work: Sexual Harassment National Inquiry Report in 2020 highlighted the alarming rate of sexual harassment in mining. The report found that 40 per cent of the minerals industry workforce had experienced some form of sexual harassment in the past five years.

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3.8 billion dollars – that's the estimated cost to the Australian economy of workplace sexual harassment.

Our online training can help you respond and prevent sexual harassment in your workplace to make sure your business is not included in that statistic.
Compliant with the Minerals Council of Australia toolkit, it is simple to use, doesn't require any special software and can be accessed from anywhere, on any device.
Taking only an hour, the course is aimed at employers in the mining industry who want to ensure a safer work environment for their team at a fraction of the cost of a potential claim or mental health impact.

What's Included?

- *Understand current legislation and employer obligations*

- Define what constitutes sexual harassment

- Spotting warning signs and behaviours

- *Underlying causes and attitudes that lead to discrimination*

- *Establishing robust policies and procedures*

- Preventing harassment and providing protection

- *What to do when you receive a complaint*

- Taking a proactive approach to prevent and avoid harassment

- *Integrated Minerals Council employers toolkit*

Key Facts

- 100% Online Course - Complete the course easily online, no need to visit a classroom.

- Access anytime on any device.

- No special software required, interactive multi-modal learning delivery.

- Learn at your own pace - The average completion time is 45 minutes to 1 hour

- 80% pass required for completion.

Average completion time for this online course is 45 minutes to 1 hour

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Key Takeaways

By the end of this course, the individual should be able to:

- Outline the current legislation relating to sexual discrimination and harassment and explain the obligations and responsibilities placed on employers

- Define what constitutes sexual harassment and explain the relationship between sexual harassment and discrimination

- Understand how to spot warning signs and recognise behaviour and conduct that might be classed as sexual harassment

- Assess the risks of potential harassment within your organisation

- Discuss some of the underlying causes of sexual harassment and attitudes that lead to discrimination

- Understand how to establish robust policies and procedures in the workplace that will help prevent harassment and provide protection for employees and others in the workplace

- Discuss what action to take when you believe there is a case to answer involving sexual harassment or you receive a complaint concerning inappropriate behaviour or misconduct

A Safer Workplace: Preventing and Responding to Sexual Harassment for employees (Mining Industry)

START COURSE   DETAILS ∨

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Sexual Harassment in the Workplace - you can make a difference!

Minerals Council of Australia industry code of conduct

In addition to the guidance above from the Australian Human Rights Commission, the Minerals Council of Australia has also published an industry code of conduct for the mining industry that establishes clear expectations in developing a culture of respect that empowers individuals to raise concerns in a supportive and protected way.
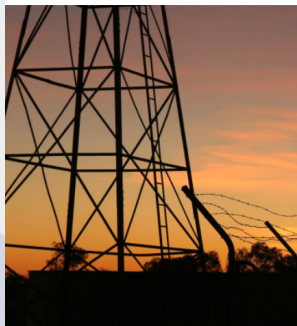
This industry code of conduct outlines key measures the Council expect to see in place:

PREVENTION MEASURES

- Awareness and education
- Cultural and governance frameworks
- Leadership
- Work environment

RESPONSE MEASURES

- Support and protect
- Investigating concerns and/or incidents
- Consequences
- Communication

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What's inside

The human cost of sexual harassment

Impact on employee safety and wellbeing: As employers, we owe a duty of care to our employees. Sexual harassment in the workplace affects the wellbeing and mental health of victims. Employees have the right to a working environment free from harassment and we need to create working conditions that are safe, and where everyone feels respected and can achieve their full potential.

Alongside the rights of employees to enjoy a working environment free from harassment, and our obligation to employee wellbeing, there are solid business and financial reasons why employers should act:

Check your Knowledge

Phil's workmates are organising a trip to see an Aussie Rules match. Phil tells them he doesn't like football as he thinks it's a violent sport. One of his colleagues, Mark says that "Anyone who doesn't like Aussie Rules, must be gay". After that, Phil is frequently subjected to comments and jokes about his sexuality. Which of the following statements is true :

○ This is just workplace 'banter' no real offence is intended and it is not sexual harassment.

○ Sustained references and jokes about someone's sexuality is classed as sexual harassment and this behaviour should be called out

○ Phil appears to laugh these comments off - so if he is not offended it is not harassment.

SUBMIT

Make reporting sexual harassment safe and ensure the complainant is supported

Reporting of workplace sexual harassment

Fewer than one in five people (17%) made a formal report or complaint about workplace sexual harassment.

Almost one in five people who did report, were labelled a **troublemaker** (19%), were **ostracised, victimised or ignored** by colleagues (18%) or **resigned** (17%).

Reporting and internal complaint procedures are only effective in combatting sexual harassment in the workplace if employees feel able to make a complaint without being further victimised or ostracised by work colleagues. Worryingly, a 2018 investigation carried out by the Australian Human Rights Commission found that fewer than 1 in 5 people experiencing sexual harassment at work made a complaint.

Identifying the hazards and assessing the risks

To identify hazards, it may be useful to:

ASSESS THE WORKPLACE	ASSESS THE ONLINE ENVIRONMENT	CHECK PROCEDURES AND PRACTICES

Take a look at how people are behaving on-line if this is relevant. Check security settings, use of social media for work purposes, how workers interact with each other, managers and third-parties.

CHECK THE WORKPLACE CULTURE	LOOK AT HOW PEOPLE INTERACT	PERFORM EXIT INTERVIEWS

Conduct worker exit interviews - could harassment be a reason workers leave the organisation?

Use employee surveys and consult with HSRs and worker representatives, if you have them, about whether workers have concerns relating to harassment.
Review industry data on sexual harassment prevalence rates and identify industry characteristics that may affect your workplace, including through consultation with employer bodies.

ⓘ **NOTE** The Minerals Council of Australia provides an industry specific toolkit of useful resources to help combat sexual harassment in the mining industry - this includes a fact sheet on identifying risk factors in the workplace and a hazard identification checklist. These can be found using the following links:

Respect@Work_Fact Sheet - What are the workplace risk factors.pdf

Respect@Work_Template - Hazard ID checklist.pdf

Implementing control procedures

Addressing unwanted or offensive behaviour early

Early intervention and reporting unwanted or offensive behaviour is an effective way to counter sexual harassment. The behaviour standards, policies and procedures that you implement to prevent sexual harassment will play a key role in addressing inappropriate behaviour early, and ideally before it escalates.

Encourage reporting

Provide training to workers, supervisors and managers on how to respond if they experience or witness sexual harassment and how to report it. Workers should be encouraged to report sexual harassment and behaviour that causes concern. You can do this by providing workers with a range of accessible and user-friendly ways to report sexual harassment informally, formally, anonymously and confidentially.

Respond effectively to reported incidents

Respond to reports of sexual harassment in a way that focuses on supporting the worker and is sensitive to

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YOUR INVESTMENT

No. of Employees	Sexual Harassment Training for Mining Workplace - Employees	Sexual Harassment Training for Mining Workplace - Employers	Sexual Harassment Training for Mining Workplace - Both courses
1	$90	$95	$175
2-500	$1350	$1425	$2625
501-5000	$2700	$2850	$5250
5001+	$4050	$4275	$7875

All pricing excludes GST, all courses online

The Technical Stuff

Our training will support multiple Learning Management Systems* including cmi5, xAPI (Tin Can API), SCORM 2004, SCORM 1.2, or AICC

Tracking of course completion, knowledge checks and reporting options are available if your LMS is compliant with these standards.

Co-badging and/or business branding* is available.

Available to upload to your LMS* for delivery across your organisation.

This course is completed online and can be completed on any device.

*pending compatibility checks, LMS setup and branding costs not included

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