

Dignity@Work™

Bullying and harassment in the workplace is a critical challenge for employers with 50% of employees experiencing or witnessing harassment or bullying at work. Our program equips your people with the skills to recognise and prevent unacceptable behaviours, resulting in more respectful and productive working environments.



We help you understand who has a duty of care. The legislation in this area has changed recently and your workforce needs to be trained to navigate the potholes and pitfalls to keep the business on track.

We help you avoid prolonged absences. Dealing with workplace harassment is a complex and difficult area of management. Our program supports you to intervene early in situations before they escalate, providing skills and confidence to manage effectively, prevent adverse outcomes and avoid extended absences from the workplace.

We help you to achieve meaningful outcomes. Not only is this service cost-effective through the reduction in risk of potential workforce incidents, prolonged absences and costly litigation, but your employees will return to work with improved team dynamics.

- ▶ Understand what is a positive and effective workplace
- ▶ Define what harassment and bullying are and are not
- ▶ Be clear about the outcomes and consequences of actions
- ▶ Know how to deal with and manage unforeseen situations with avoidable outcomes
- ▶ Understand the legal implications of acting (and of ignoring) harassment or bullying in the workplace
- ▶ Workplace Harassment & Contact Officer Training (WHCO) certification
- ▶ We are members of the International Association on Workplace Bullying and Harassment

'she leaves me out of conversations and makes it difficult for me to get the information I need'
Dignity@Work™ Workshop participant feedback

Many of our customers benefit from early implementation of **Dignity@Work™** in those parts of their workforce where teams experience harassment. If you are concerned it may be too late, contact us directly for advice as you may want to find out about our risk and urgent mediation services.

Our Services

DTC provides an integrated and comprehensive range of services to support the care and wellbeing of individuals and their family members, to guide and support managers, to minimise risk at an organisational and individual level, and to build capability and increase productivity.

The **Wellbeing** Services are all included as part of our EAP services. The **Performance** Services are complementary services that serve to directly address existing or potential organisational issues, increase capability and confidence, and increase individual and organisational effectiveness.



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