



Respect@Work Info Pack

Supporting Australian organisations in implementing quality compliance training, measuring effectiveness and reporting.

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About the new Respect@Work laws

The latest updates to the Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Act 2022 (Respect@Work Act 2022), impose a dramatic shift in responsibility on businesses, which are now legally required to provide a safe and respectful workplace for their employees.

This change shifts the responsibility from an organisational challenge to a legal duty for leaders and all organisation members.

These new legislative updates mean that all employers have an active duty to prevent sexual harassment, sexual discrimination, and victimization from occurring in the workplace.

Employers have until December 2023 to implement preventative measures that comply with legislation, however, it's important to start implementing changes now before it's too late.

Why Respect@Work should be a priority today

Prevention is more than just a training program, it's a cultural shift.

With seven new recommendations enacted, organisations will need time.

Organisations will have until December 2023 to have implemented the right measures.

More funding and dedicated teams will monitor and audit compliance.

Reducing compliance risk across organisations in Australia

We make it easier for organisations to manage their compliance training, engage their workforce, maintain high levels of compliance and meet their obligations. Here's some of the ways we help solve the pain of compliance training:



Always stay on top of legislative changes

At Safetrac, we ensure that your training programs are up-to-date with the latest legislative updates, so you don't have to worry about outdated content.



Maintain engagement with flexible training options

Quality and engaging off-the-shelf, bespoke & custom courses. You can also BYO learning and upload courses into our LMS or request SCORM files for certain courses.



Remove the stress of scheduling and roll-out

Our Client Services team provide dedicated training program roll-out. From designing training schedules, to building learning groups and rescheduling.

We're the compliance training provider of choice for local, government and ASX-listed businesses in Australia.



Respect@Work Act 2022

Training, policy management and reporting to help prevent sexual harassment in the workplace.

The recent Respect@Work Report showed that over 32%* of employees have faced some form of sexual harassment in the workplace over the last five years. Today, organisations will need to prioritise key initiatives to work towards meeting the new Respect@Work Act laws, such as implementing preventative measures to stamp out sexual harassment in the workplace.

Safetrac can offer various initiatives to help organisations showcase reasonable measures. Organisations will have until December 2023 to implement these measures or face consequences for non-compliance. Here's some of the ways we can help.



Training courses that have been developed in accordance to the new laws.



Centralise policies, surveys and automate your regulatory attestations.



Our team will help roll-out the Respect@Work training suite to your entire business.



Speak to us today about dedicated leadership or custom training programs.

*Fifth national survey on sexual harassment in Australian workplaces - 2022 - Section 3.1(b), Figure 5: Incidence of workplace sexual harassment by gender in the last 5 years

Book a consult with our team to understand what this means for you & your organisation

Contact us today

1800 170 830

safetrac.com.au



Overview of our training options

We have a range of quality course options designed for Australian organisations. From bespoke, to off-the-shelf and customised courses. You can also request SCORM files for certain courses.

Off-the-shelf

If you're looking for quality off-the-shelf courses to help inform and educate your workforce on various compliance obligations, you can roll-out our off-the-shelf courses in no time. With over 150+ compliance courses available, you'll be equip to engage your workforce and meet obligations. You can also request SCORM files.

Bespoke courses

Our Bespoke courses are personalised courses that can be designed to be relevant to your industry. By personalising these courses, you can ensure that the courses your workforce are completing is relevant to your industry and current processes.

Customised courses

Our team can customise any course required to meet specific scenarios within your organisation. By identifying gaps within the organisation, we can help customise a course that speaks directly to these challenges and helps educate and inform your workforce all while reducing risk.



Respect@Work Suite of Courses

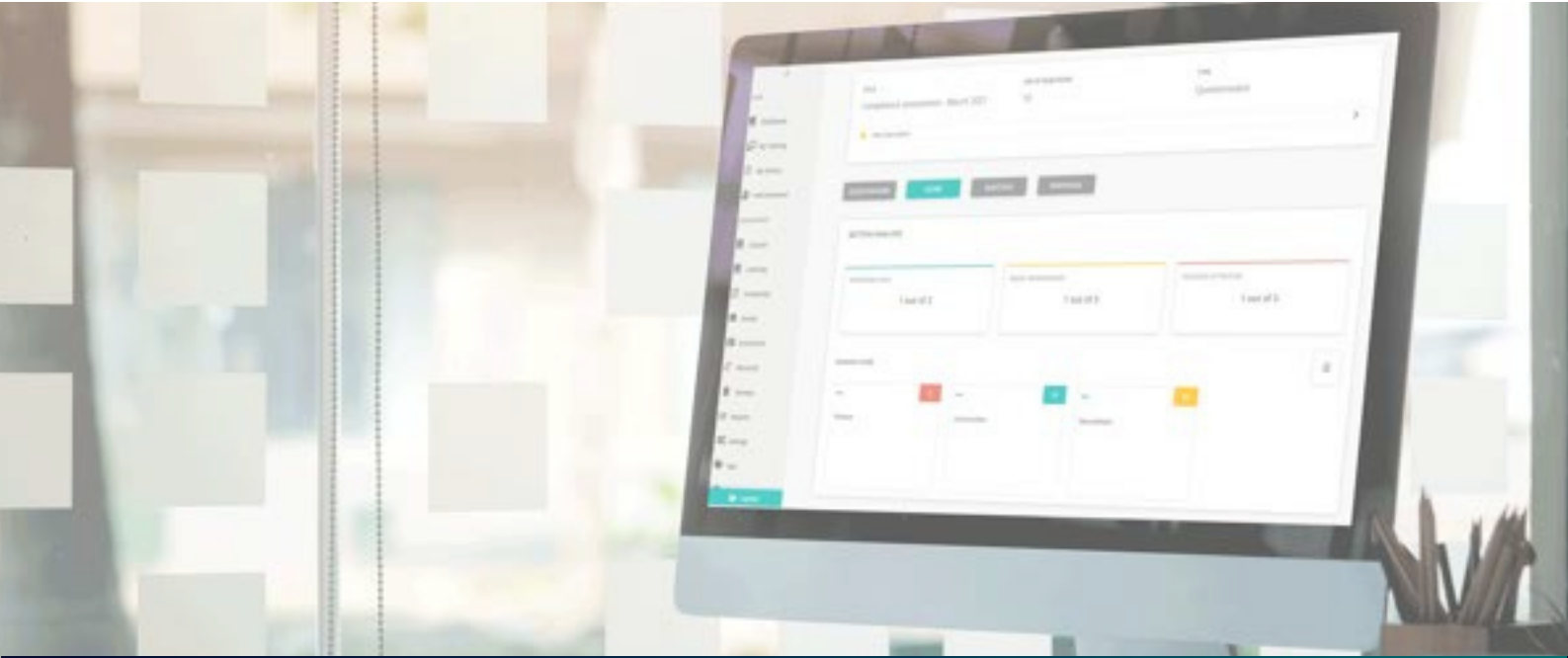
Choose from our suite of engaging compliance courses to meet your training obligations in accordance to the new Respect@Work laws. We can also customise courses to suit business requirements.

- Anti-Bullying and Anti-Harassment
- Code of Conduct
- Discrimination and Prevention
- Diversity and Inclusion
- Equal Employment Opportunity - Managers
- Psychosocial Hazards for Employees
- Psychosocial Hazards for Managers
- Respect@Work
- Respect@Work for Leaders
- Respect@Work- Positive Duty Guidelines for Leaders
- Unconscious Bias Awareness
- Work, Health and Safety - Managers
- Work, Health and Safety - Employees



"For over 10 years, we've been using Safetrac's services for our compliance training needs. The customised and off-the-shelf training courses that we use includes high-quality, up-to-date content that meets our requirement from both a company and legal perspective. Safetrac's customer service team have been fantastic in terms of their help and support. "





Safetrac Compliance LMS

Quality compliance training, policies and reporting in one secure platform

With Safetrac's Compliance LMS, you can save time and manage your compliance training, policies and reports all in one platform. Choose from Safetrac's suite of quality courses or BYO learning modules, manage and distribute policies and get full visibility on completion, knowledge gaps and reporting.

Easily manage compliance for your business

- Make auditing simple and manage your compliance, training and policies in one place
- Get your workforce up to date on legislative changes and reduce organisational risk
- Get full visibility of training effectiveness, engagement, knowledge gaps and risks
- Report down to the detail to see how your workforce is tracking across key groups
- Australian-made and scalable platform that can manage multiple subsidiaries and thousands of users.

Benefits of using Safetrac's Compliance LMS: Gold Platform Access



Flexible platform to suit your business

Flexibility to design how you want to run your training programs, cohorts, and modules utilising smart tagging features and learning groups.



Compliance and policy management made easy

Utilise automated enrolments, training cycles set to your frequency, and push out instant updates across your organisation.



Detailed reporting, surveys and tracking

Get a complete picture of your organisation's compliance status with real-time reporting, surveys and tracking capabilities.



High standards of security & ISO Certified

Our platform is audited annually for our security certifications for international standards of ISO 27001 and ISO 9001.



What's included with Gold Platform Access?

- **Policy and Procedure Management**

Manage your policies and procedures within our platform and easily capture attestations across your workforce.

- **Regular Legislative Updates**

Our courses are constantly reviewed by legal experts to ensure it's up-to-date with current Australian legislation.

- **Complimentary Booster Courses**

Upskill staff who have completed previous courses with our Booster Courses to get them up to speed on regulatory changes.

- **Dedicated Customer Support**

With a certain number of support hours included, our dedicated Client Services team are available to support you and your team.

- **Complete Training Roll-out**

We make compliance training easy and can help you roll-out your training program, design schedules and a learning matrix.

- **Customisation Hours**

With each course, you get customisation hours included so you can tweak branding and more.

Book a consultation today

Request a free consultation or demo to see our
Compliance Platform in action.

About Safetrac

Helping Australian businesses engage their workforce and maintain high levels of compliance for 20+ years.

Since its formation in 1999, Safetrac has provided businesses with engaging compliance training to ensure staff understand their legal obligations while passing the rigorous requirements of regulatory investigation. Today, Safetrac is recognised as providing the best compliance training programs in the Asia Pacific*.

We are very proud of the fact that during our 24-year history, no Safetrac client rolling out our compliance training annually has been found by a regulator to have an inadequate compliance training program in place.



Over 600+ local and ASX-listed companies use Safetrac to manage their compliance training.



Over 170,000+ active users engaged across our suite of courses and platform.



97% customer retention rate and no existing clients in breach of inadequate training.

Speak to us today

Get in touch with our team of experts on 1800 170 830 or visit safetrac.com.au.



* Safetrac has been awarded Learnx's Platinum Award for Best Compliance Training Program from 2011-2022 and APAC Insider Best Compliance Training Provider 2018

Manage high levels of compliance,
training and reporting in one
secure platform.

Contact us today

p: 1800 170 830

e: enquiries@safetrac.com.au

w: safetrac.com.au