



Diversity and Discrimination

Experiencing diversity is a part of living in a civilized society. Differences do not equal a right way or a wrong way; it is variety that can lead to a common goal. Understanding the various forms of diversity makes for a better company and world in general.

Australia is a multicultural country with people from all over the world. This session can be tailored to suit your needs, whether it is a focus on diversity within customer markets, or internally within teams. Our Diversity and Discrimination session can demonstrate the need for acceptance, inclusion and the use of terminology within the workplace.

Course Overview

You will spend the first part of the day getting to know participants and discussing what will take place during the workshop. Students will also have an opportunity to identify their personal learning objectives.

At the end of this workshop, participants should be able to:

- Define diversity
- Understand various forms of diversity
- Comprehend the importance of diversity training
- Handle conflicts with regard to diversity

Understanding Diversity

In this session, participants will learn the definition of diversity, the benefit of diversity, diversity management, and the policy supporting diversity.

Racial Diversity

In this session, participants will explore racial diversity, its benefits, initiatives and complaint process.

Employees with Disabilities

In this session, participants will learn the hiring processes of the employees with disabilities, their benefits, and other practices that supports diversity.

Pregnant Employees

During this session, participants will learn the hiring processes of pregnant employees, their special accommodations, when should they have maternity leave, and when and how to fire them.

Lactating Mothers

This session will focus on the policy protecting lactating mothers, space in the workplace, breaktimes, and lactation accommodation exemptions.

Sexual Harassment

In this session, participants will learn about sexual harassment, training needed, policies, and HR's role pertaining the harassment.

Employees Over Age 40

This session will focus on the recruitment process of employees over age 40, their salaries, and the reasons and processes of termination.

LGBTQ

In this session, participants will learn the phobia experienced by the LGBTQ community, human rights campaign supporting LGBTQ issues, company's mission equality statement, and LGBTQ resource group to address issues related to LGBTQ.

Sensitivity Training

In this session, participants will learn the importance and benefits of sensitivity training, methods of delivering the training, and the evaluation of its effectiveness.

Workshop Wrap-Up

At the end of the course, students will have an opportunity to ask questions and fill out an action plan.

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