

DEALING WITH HARASSMENT & DISCRIMINATION IN THE WORKPLACE



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In today's workplace environment, more people are becoming aware of the issues concerning workplace discrimination & harassment. What was relatively unknown or unspoken of in the past has become a much talk-about and live issue in today's work culture.

Workplace discrimination has also become a buzzword in the media in recent years as unethical practices such as sexism, ageism, and racism in big organizations have been called out regularly online. Workplace discrimination & harassment can have detrimental effects on employees, especially on their mental health resulting in poor/unhealthy workplace dynamics, lower productivity, lack of unity and cohesiveness, and an overall lack of integration within the workforce.

This course is therefore timely in raising awareness amongst both employers and employees regarding their roles in creating an inclusive workplace and steps that can be taken to prevent discrimination and harassment.

The trainer will also be sharing real-life experiences of workplace harassment, discrimination, and strategies adopted by other companies to address it. In reality, such an issue is seldom reported. Concerns about whistle-blowing will also be discussed at length as well as steps that can be taken by management to provide employees a safe work environment to make their complaints of discrimination & harassment without fear of retaliation.

WORKPLACE HARASSMENT

- What constitutes workplace harassment?
- Protection from Harassment Act (POHA)
- Types of offenses covered under POHA
 - a) Causing harassment, alarm, distress & fear or provocation of violence
 - b) Doxxing
- Penalties and Remedies under POHA
- Protection from Harassment Courts
- POHA application and court procedure



WORKPLACE DISCRIMINATION

- What constitutes workplace discrimination?
- What does the new law aim to protect?
- How does direct and indirect discrimination manifest itself in the workplace?
- What can you do if you believe you are a victim of workplace discrimination?
- How can supervisors and managers assist in creating an inclusive environment for everyone?
- How can employment contracts and policies be drafted to prevent discrimination at the workplace and address it effectively?

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Virtual Session
Date: 21 to 22 September 2022
Time: 2pm - 5pm (Via Zoom)
Regular Rate : SGD 600
Early Bird Rate : SGD 550
Buddy Rate : SGD 1000

Physical Session
Date: 11 October 2022
Time: 9am to 5pm @ Paradox Singapore Merchant Court
Regular Rate : SGD 950
Early Bird Rate : SGD 807.50
Buddy Rate : SGD 1500

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