



From Sexual Harms in the workplace to safety and respect

Identifying, and responding with effective interventions to create safe environments.

Those who perpetrate sexual and gender-based harms are being held to account as never before. Movements such as #metoo, It's on Us, and Time's Up are demanding greater protections against sexual harms and greater accountability when they occur.

Sexual harassment in the workplace is any unwanted or unwelcome sexual behaviour perpetrated by colleagues, managers and/or stakeholders. Examples of this behaviour may include staring or leering, sexually inappropriate comments, jokes or suggestions, and physically intrusive behaviours, to name a few. Only a handful of those who experience sexual harassment in the workplace make formal complaints, with a common reason being due to a lack of understanding about what sexual harassment is, or what they can do about it.

Workplace sexual harms can have a significant impact on the mental, physical and general wellbeing of the individual being targeted.

As a result, targets may experience significant distress and may develop mental health problems such as depression, anxiety, panic or even PTSD. In addition, these behaviours may also impact individuals' workflow, morale and motivation in the workplace.

This workshop examines this diminishing tolerance and supports individuals and workplaces educating themselves about SASH (sexual assault and sexual harassment) and the means to best prevent, identify and respond.

Learning objectives of this training:

1. Describe systemic responses for SASH prevention and education
2. Outline operational responses to case scenarios
3. Consider ways to promote a safe, healthy and respectful culture
4. Identify methods for risk identification and mitigation
5. Select ways of dismantling barriers to reporting



Dr. Lisa Warren is a pioneer of the behavioural threat management field in Australia. This is an internationally recognized field of expertise in the evaluation of those who are on a pathway to violence and are planning acts of targeted violence. The field of threat management is at the intersection of specialist policing, criminal justice and forensic mental health. Dr. Warren has lead innovations in the assessment, treatment and broader management of threateners, the persistent and fixated, and recidivist violent offenders. This includes being the Foundation Manager of the Problem Behaviour Program at the Victorian Institute of Forensic Mental Health (Forensicare) where she supported the development of treatment programs for violent offenders, sexual offenders, stalkers, threateners and vexatious complainants. She was the Foundation President of the Asia Pacific Association of Threat Assessment Professionals (APATAP) and has collaborated with the European Threat Assessment Professionals (AETAP) on developing professional standards for threat managers. She has presented at the American Association of Threat Assessment Professionals (ATAP) conferences and is a Senior Editor for the Journal of Threat Assessment and Management.

This training may qualify for Focussed Psychological Strategies (FPS) CPD. Please refer to the Dept. of Health <http://www.health.gov.au/internet/main/publishing.nsf/content/mental-ba-focus#cpd> for more information.

View our range of training topics at www.PDPseminars.com.au to choose from our in-house listings or have one of our calendar events conveniently delivered at your workplace.



ACA: Members can accrue 12 CPD points.

AASW: Members can accrue 6 CPD hours.



ACWA: Members can accrue 6 CPD hours.

PACFA: Members can accrue 6 CPD hours.

APS: Activities do not need to be endorsed by APS. Members can accrue 6 active hours.

Morning Session

Introduction/agenda
Defining sexual assault and sexual harassment (SASH)
Exploring systematic responses for SASH prevention
Strategies to promote a safe, healthy and respectful culture

Afternoon Session

Applying learning through case scenarios – operational response to SASH
Exploring methods for SASH risk identification and mitigation
Selecting ways of dismantling barriers to reporting
Evaluation and closing.

“This workshop will support the prevention of violence, sexual assault and sexual harassment thriving in any workplace culture.”

Dr Lisa Warren

How will you benefit from attending this training?

- Gain understanding of systemic and operational responses for SASH prevention and education using case study examples, including promotion of safe and respectful culture
- Gain knowledge of risk identification, assessment and mitigation methods for SASH
- Understand the barriers and challenges of reporting cases of SASH, and identify and select methods of reporting that overcome these barriers

Booking process:

1. Request a quotation.
2. Agree upon a delivery date.
3. Arrange the 50% booking deposit.
4. Finalise balance of booking fee one month prior to the training.

We include:

- Presenter travel and accommodation costs.
- Soft copy of notes and resources and evaluation.
- Individual attendance certificates for all participants.

Contact our in-house program director **1300 887 622** or **info@PDPseminars.com.au** for information, quotation or to have a helpful chat about the needs of your team.

The presentation is designed for anyone without, or with some, prior training or experience in mental health who may encounter people with mental health issues in their professional lives. These may include: mental health clinicians, coaches, HR professionals, counsellors, psychotherapists, social workers, volunteers and allied health professionals.

Feedback form Dr Warren’s recent presentations:

“Lisa is an exciting, well informed and engaging presenter. Her content was exciting, and it demonstrated the importance of recognising and addressing the effects of problem behaviour.”

“Lisa’s workshop was educational, reflective and fun, and it was useful in providing me with a new set of tools to recognise and manage high risk behaviours in my workplace”

“A thought provoking presentation by Lisa. I would definitely consider attending another one of her workshops.”

“Few people present about critical and unusual topics such as deviant and persistent behaviours. Lisa Warren’s presentations are a wake-up call for everyone to become cognisant of the harms of persistent and intrusive behaviours, and the impact they have on mental and physical safety.”

“Well organised training with informative training materials used. Lisa was interactive and captivating in her presentation.”

“Lisa had great energy during her presentation – I would highly recommend attending her presentations to anybody!”