



Workplace Bullying & Harassment Assistance

Assisting employers to manage bullying and harassment in the workplace

Bullying and harassment is a common issue in many workplaces and has numerous negative impacts for companies of all sizes. The costs through potential workers compensation claims, legal fines, negative publicity, poor morale, increased sick leave, poor productivity, poor staff retention can be very significant for any business. It is not always an easy area to manage.

Active Working Solutions has the expertise that can assist your business in this area through a range of interventions that can significantly diminish the impact and costs associated with this pertinent issue in the workforce.

Active Working Solutions offers the following assistance to employers:

- Provide training to ensure that your staff and managers have an understanding of the OH&S Act, other legislative information, behavioural, psychological and financial issues associated with workplace bullying and harassment. This training not only provides skills but assists in clarifying what are appropriate behaviours in the modern workplace in line with OHS&E obligations. Overall management skills improve as a result.
- Active Working Solutions can assist by independently investigating complaints of bullying and harassment, thereby ensuring a perception of fairness and objectivity in dealing with often emotionally charged issues.
- Active Working Solutions can assist by developing protocols and procedures and policies for dealing with this issue in the workplace ensuring that the issues are effectively addressed and the impacts are reduced.
- Active Working Solutions can provide confidential counselling for both the victim and harasser and mediation where appropriate. This diminishes the impacts on both the victim and the organisation and assists in creating behavioural and attitudinal change.
- Where this issue has already created a workplace injury, Active Working Solutions can assist with an appropriate return to work plan, reducing the impact and cost of the claim for both the employer and the employee.

Why use Active Working Solutions for your workplace bullying and harassment issues?

- Professional support and assistance
- Individual and group counselling
- Outcome oriented approach
- Tailored to your workplace needs

ACTIVE WORKING SOLUTIONS

Building healthy organisations through healthy individuals.™



For more information or if you would like to refer to Active Working Solutions:

- Toll Free Phone **1300 132 990**
- Toll Free Fax **1300 132 991**, or
- Email reception@activeworkingsolutions.com.au

Visit our website for our office locations:

www.activeworkingsolutions.com.au

The services that we can provide are delivered by trained experienced professionals. As with all workplace injuries, Active Working Solutions can assist your organisation to take proactive steps to prevent the issues from arising, as prevention is better and cheaper than cure. Where issues with bullying and harassment have developed, Active Working Solutions can assist to manage it quickly and effectively.

For further information please contact John Woodhouse phone toll free on **1300 132 990**. As always, our solutions will be tailored to meet your needs.