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WORKPLACE RELATIONS UPDATE:

- Sexual Harassment online learning module
- Reminder - Paid family and domestic violence leave commences from 1 Feb 2023
- Psychosocial Hazards in the workplace - State and Territory updates on adoption of Safe Work Australia model regulations
- Amendments to FWC Agreement forms

SEXUAL HARASSMENT ONLINE LEARNING MODULE

The Fair Work Commission (**FWC**) has released an [online learning module](#) about **sexual harassment in the workplace**. The module is free, and takes about 20 minutes to complete.

The module covers the following key points:

- Sexual harassment at work is unlawful
- Anyone can experience sexual harassment, although it is more likely to affect women, trans and/or gender diverse people
- Witnesses to sexual harassment can also be affected
- Sexual harassment can impact mental health and confidence
- Intent is irrelevant. It is important for everyone to think about how their actions could be perceived
- Threatening to reduce shifts or move someone to another department because they made a complaint about sexual harassment could be deemed adverse action

What can LPA members do about workplace sexual harassment?

- Encourage staff members to complete the online learning module
- If sexual harassment occurs here are some of the key actions the FWC online learning module recommends:
 - ask for the sexual harassment to stop (when this is possible);
 - remove the offender from the situation;
 - keep a record;
 - seek support/encourage others to seek support;
 - make a workplace complaint.

Please note, before starting the FWC sexual harassment online learning module, there is an option of creating an account. If an account is created, a certificate of completion will be provided upon finishing the module.

REMINDER: PAID FAMILY AND DOMESTIC VIOLENCE LEAVE

From **1 February 2023**, employees with 15 or more employees are required to **provide 10 days** of paid family and domestic violence leave **every 12 months**.

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LPA has previously [written to members](#) about this topic.

Find out more [here](#).

WORKPLACE HEALTH AND SAFETY: MANAGING PSYCHOSOCIAL HAZARDS

Managing psychosocial hazards in the workplace will be a key workplace health and safety issue in 2023, as the States and Territories legislate changes to employers' work health and safety obligations.

What are psychosocial hazards?

Safe Work Australia model regulations define psychosocial hazards as a **hazard** arising from or relating to the design or management of work, or a work environment, or a plant at a workplace or workplace interactions or behaviour, that **may** cause **psychological harm**.

Psychosocial hazards can include:

- unachievable job demands;
- a lack of role clarity;
- inadequate reward and recognition;
- conflict and poor workplace relationships and interactions;
- poor change management;
- poor organisational justice;
- bullying;
- harassment; and
- poor physical environment.

LPA has created a [matrix](#) of how the model regulations apply in each State and Territory.

[Additional resource](#) for mentally healthy workplaces.

AMENDMENTS TO FWC AGREEMENT FORMS

The FWC has made changes to some of the enterprise agreement and bargaining related forms.

The [up-to-date forms](#) are available on the FWC website.



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