Workplace behaviour and bystander intervention

Contribute to a respectful workplace culture by building your skills in prevention, early intervention, and effective bystander action.

Training Product	Description	Intended Audience	Provider	Location	Duration	Indicative Cost	Tailoring Options	URL
Understanding Work-Related Sexual Harassment	General self-paced course covering the definition of sexual harassment, employer obligations and how to respond.	All workers	Australian Human Rights Commission	Online	2-3 hours self-paced	Administration fee $5 + GST per person	Standard content; can be tailored to client needs on request	humanrights.gov.au/resource-hub/training/sexual-harassment-prevention-training
Retail and Hospitality: Understanding and Eliminating Work-Related Sexual Harassment	Sector-specific eLearning course reflecting heightened third-party/customer risk in retail and hospitality sectors.	Retail and hospitality workers and managers	Australian Human Rights Commission	Online	Approx. 3 hours	Administration fee $5 + GST per person	Designed specifically for retail/hospitality; can be tailored to client needs	humanrights.gov.au/resource-hub/training/retail-and-hospitality-understanding-and-eliminating-work-related-sexual
Workplace Sexual Harassment Module	Learning module designed to reduce the risk of and respond to workplace sexual harassment.	All workers	Fair Work Commission	Online	Not stated (short module)	Free	No tailoring (standard module)	learn.fwc.gov.au/local/catalogue_search/module_overview.php?id=13
Respectful Workplaces Training Suite	Trauma-informed responses to workplace sexual harassment, ethical bystander intervention and vicarious trauma management; delivered as short presentations, interactive workshops and self-paced eLearning.	Whole workforce; managers/team leaders; People & Culture and safety roles	Full Stop Australia	National – online and face-to-face	Varies (short presentations to multi-session workshops)	Price on application	Programming is tailored to internal procedures and case studies	fullstop.org.au/training/for-workplaces/respectful-workplaces
Active Bystander & Workplace Transformation Sessions	Active bystander sessions for all staff plus workplace transformation sessions for leaders, based on the OurWatch Workplace Equality and Respect framework.	All staff (bystander); People & Culture leaders (workplace transformation).	Our Watch Institute	National – online and face-to-face	Varies	Price on application	Consulting service available to work with individual organisations	www.ourwatchinstitute.org.au/services/
Eliminating Sexual Harassment from your Workplace	Short course covering legislative obligations, case law, culture indicators, complaints/investigations, hostile environment indicators and risk management.	HR practitioners; managers; leaders	Australian HR Institute (AHRI)	Online (virtual workshop)	Single virtual workshop session (exact duration not stated)	Member/non-member pricing (not publicly listed – contact AHRI)	Standard course only	www.ahri.com.au/certification-and-training/short-courses/eliminating-sexual-harassment-from-your-workplace
Sexual Harassment, Discrimination & Bullying Prevention Training	Various workshops including prevention of bullying, discrimination and harassment; preventing and resolving inappropriate workplace behaviour; and training for workplace equal opportunity contact officers.	EEO contact officers; supervisors; managers; general workforce	Equal Opportunity SA	South Australia	Varies (workshops typically half-day)	Free government service	Includes a referral tool to assist in selecting desired training (via a network of training partners)	equalopportunity.sa.gov.au/training-resources/training
Appropriate Workplace Behaviours	Seminar tailored to hospitality management covering "grey areas" such as work events, social media and patron behaviour.	Management personnel	AHA Training	National – multiple AHA state branch locations	Half-day seminar (typical format)	Price on application (AHA member discounts may apply)	Tailored to hospitality	ahawatraining.com.au/courses/appropriate-workplace-behaviours/
Respect at Work Training Suite	Online training suite for staff and managers in short-module format, suitable for induction and refresher training.	Employees and managers	Sentrient	Online	Short modules, approx. 20-30 minutes each	Per-licence/subscription pricing (contact provider)	Standard content	www.sentrient.com.au/compliance-courses/respect-at-work-training
Respect@Work for Employees	Online course covering respectful workplace behaviour and sexual harassment prevention for general staff.	Employees	Safetrac	Online (e-learn or hosted)	Not specified	Per-user licence pricing (contact provider)	Customisation options available	www.safetrac.com.au/course/respectwork-employees/
Respect@Work for Leaders	Online course for leaders/managers/executives, explicitly including Positive Duty and trauma-informed approach modules.	Leaders, managers and executives.	Safetrac	Online (e-learn or hosted)	"Short burst" and "Micro-learn" modules (5-10 mins) up to "Structured Learning" (35-40 mins)	Per-user licence pricing (contact provider)	Customisation options available	www.safetrac.com.au/course/respect-work-preventing-sexual-harassment-for-leaders/
Sexual Harassment in the Workplace	Executive and board programme framed around the Australian Human Rights Commission's seven standards ("Positive Duty using the 7 Standards Approach") plus broader Respect at Work content. Includes a specific option for Executives and Boards	Boards; executives; senior leaders; workforce (depending on program)	Diversity Australia	National – Sydney, Melbourne, Brisbane, Adelaide, Perth + online.	Varies (executive engagement + training days)	Price on application	Core approach but delivered flexibly to suit organisational size and risk profile	diversityaustralia.com.au/program/sexual-harassment-in-the-workplace-for-executives-and-boards/

Wine Australia shares information about training and development opportunities as part of its role in supporting capability development across the Australian grape and wine sector. Opportunities delivered by third-party organisations are provided for awareness only.

Their inclusion should not be interpreted as an endorsement, recommendation, or assessment by Wine Australia. Individuals and employers should consider their own objectives, circumstances, and requirements before enrolling or participating.

All information in this resource was correct at time of research (August 2026). If you would like your program listed or have updates to this list please email research@wineaustralia.com.

Unconscious bias training

Recognise and address unconscious bias to support fair decision-making, strengthen team performance, and create more inclusive workplace practices.

Training Product	Description	Intended Audience	Provider	Location	Duration	Indicative Cost	Tailoring Options	URL
Respectful Behaviours Training	2-hour session for employees and a half-day workshop for leaders, including customised scenarios and links to psychosocial safety	Employees and leaders	SmartCulture	National – face-to-face and online	2-hour session (employees) / half-day workshop (leaders)	Price on application	Training is aligned to each organisation's values, policies and workplace dynamics	www.smartculture.com.au/program/respectful-behaviours-training/
Countering Unconscious Bias at Work	Online, self-paced Knowledge Program exploring unconscious bias and how to disrupt it in the workplace.	All employees; managers	Diversity Council Australia	Online	Approx. 1-2 hours (self-paced)	Included in DCA organisational membership Non-members: price on application	Standard course only	www.dca.org.au/education/knowledge-programs
Unconscious Bias Program	Facilitated workshops for leaders and teams exploring how the brain functions, examining participants' own backgrounds, and identifying organisational leverage points to mitigate bias.	Leaders and teams; can extend to whole-of-workforce awareness sessions	Diversity Australia	National – Sydney, Melbourne, Brisbane, Adelaide, Perth + online	Varies by tier (half-day to multi-session)	$799–$4,250 plus GST depending on format	Delivered flexibly to suit organisational size, workforce composition and learning objectives	diversityaustralia.com.au/program/unconscious-bias-in-the-workplace/
Unconscious Bias Training	90-minute introductory session exploring the impact of bias on hiring, promotion and other workplace decisions, adapted for Australian workplaces.	General workforce; suitable for smaller teams as an entry-level session	The Equality Project	National – online or face-to-face	90 minutes	Price on application	Target learning outcomes can be refined to suit the cohort and delivery format	www.theequalityproject.org.au/unconscious-bias-training
Unconscious Bias Workshop	Tailored training program focused on helping organisations reduce the impact of unconscious bias in the workplace	All employees, managers and leaders	ICML	National and international – delivered at client site or online	1 hour to multi-day (fully tailored)	Price on application	Fully tailors content, terminology, duration and delivery locations to suit each organisation	icml.com.au/unconscious-bias-course/

Compliance with workplace obligations

Stay up to date with workplace obligations and build confidence in managing leave, flexible work, work health and safety, and non-discrimination requirements.

Training Product	Description	Intended Audience	Provider	Location	Duration	Indicative Cost	Tailoring Options	URL
Fair Work Ombudsman Online Learning Centre	Free interactive courses including Workplace Flexibility, Diversity and Discrimination, Hiring Employees, Managing Employees/Performance, and Record-keeping and Pay Slips.	Employers, managers and employees (separate course tracks).	Fair Work Ombudsman	Online	20-40 minutes per course	Free	Content is standard, but SCORM files can be hosted on an organisation's own learning platform for internal branding	www.fairwork.gov.au/tools-and-resources/online-learning-centre
Managing Psychosocial Hazards and Risks in the Workplace	Free module developed jointly by SafeWork SA and ReturnToWorkSA covering identification, risk assessment and control of psychosocial hazards.	Managers, business owners, WHS and HR personnel, Health and Safety Representatives	ReturntoWork SA	Online (focused on SA law)	Approximately 1.5 hours	Free	Standard module	rtwsa.gpex.au/courses/managing-phr/
Work Health and Safety for Managers	Online WHS training for managers, including a dedicated module on identifying and managing psychosocial hazards.	Managers and leaders	Safetrac	Online	"Short burst" and "Micro-learn" modules (5-10 mins) up to "Structured Learning" (35-40 mins)	Per-licence pricing (contact provider); bundle discounts available	"Elevated Learning" option offers learning pathways tailored to each employee's role	www.safetrac.com.au/course/work-health-and-safety-for-managers/
Equal Employment Opportunity and Anti-Discrimination Program	4-hour course covering EEO principles, discrimination law, bias and inclusive practice.	General workforce; can be adapted for managers/supervisors specifically	Diversity Australia	National – online or face-to-face	4 hours	Price on application	Delivered flexibly to suit organisational size, workforce needs and risk profile; interactive online modules also available	diversityaustralia.com.au/program/equal-employment-opportunity-and-anti-discrimination-in-the-workplace/

Compliance with workplace obligations *continued*

Training Product	Description	Intended Audience	Provider	Location	Duration	Indicative Cost	Tailoring Options	URL
Psychological Health Basics	Free online workshop helping small-to-medium employers implement a risk management process to identify, assess, control and review psychosocial hazards such as bullying, sexual harassment and high job demands.	Small-to-medium business owners and managers based in Victoria	WorkSafe Victoria	Online (Victoria-focused)	2.5 hours	Free	Standard workshop	www.worksafe.vic.gov.au/psychological-health-basics
Workplace Discrimination, Sexual Harassment and Bullying Training	Online and in-person training helping staff understand rights and responsibilities under Victoria's anti-discrimination laws, with practical compliance information for employers, managers and teams.	Employers, managers and teams	Victorian Equal Opportunity and Human Rights Commission	Victoria – online and in-person	Varies by session	Price on application (contact the Commission's Education and Engagement team)	Can be tailored to the organisation and delivered on request	www.humanrights.vic.gov.au/about-us/our-services/
Information Sessions and Speaker Requests: Anti-Discrimination NSW	Free community and workplace information sessions on rights and responsibilities under the Anti-Discrimination Act 1977 (NSW), including a speaker for workplace seminars or events.	Employers, community workers and organisations	Anti-Discrimination NSW	New South Wales	Varies by session	Free	Sessions and speakers can be arranged for a specific workplace event or seminar	antidiscrimination.nsw.gov.au/organisations-and-community-groups/information-sessions-and-events.html
Managing the Risk of Psychosocial Hazards at Work – Resources and Webinars	Free guidance, case-study videos and webinars supporting the Code of Practice for Managing the Risk of Psychosocial Hazards at Work. Includes a small business toolkit.	Business owners (including small business), managers and WHS personnel	WorkSafe Queensland	Online (Queensland-focused)	Varies	Free	Standard content	www.worksafe.qld.gov.au/laws-and-compliance/codes-of-practice/managing-the-risk-of-psychosocial-hazards-at-work-code-of-practice-2022
Queensland's Anti-Discrimination Act for Management	Interactive course covering non-discriminatory recruitment, vicarious liability, organisational policy development and complaint handling under the Anti-Discrimination Act 1991 (Qld).	Managers, supervisors, HR personnel and employees handling workplace complaints	Queensland Human Rights Commission (QHRC)	Queensland – multiple locations and virtual delivery	4 hours	Price on application (public sessions and in-house delivery available)	Delivered directly to a workplace/team or via scheduled public sessions; content can be adapted to organisational policies	www.qhrc.qld.gov.au/_media/services-related/education-and-training/2026/QHRC_trainingoverview_QueenslandsADAForManagement.pdf
Understanding Psychosocial Hazards	Course building awareness and capability to identify and respond to psychosocial hazards under the WA Work Health and Safety Act 2020, including practical solutions and communication strategies.	Workers and individual contributors without direct reports; specific version available for Health and Safety Representatives	AIM WA	Perth and selected WA regional locations	Not specified (single-session course)	$471 (non-member price; discounts for AIM WA members)	Health and Safety-specific version available	aimwa.com/course/understanding-psychosocial-hazards/
Equal Opportunity Act 1984 (WA) Training	Education and training on the Equal Opportunity Act 1984 (WA), including a dedicated Disability Discrimination training course, delivered by the Commission's Strategy, Engagement and Education team.	Individuals, employers and organisations	Equal Opportunity Commission (WA)	Western Australia	Varies by course	Price on application	Can be adapted to the requesting organisation	www.wa.gov.au/service/education-and-training/community-education/education-and-training
Head4Work	Online training tool to support businesses to reduce workplace mental health risks and support employees when mental health concerns arise	Employers and workers in Tasmanian businesses	WorkCover Tasmania/ Roar Educate/ Pracademia	Online (Tasmania-focused)	1 hour self-paced	$24.99-$49.95 per team member	Can generate a snapshot of an organisation's workplace risk profile	worksafe.tas.gov.au/topics/Health-and-Safety/health-and-wellbeing/wellbeing-a-z/mental-health/mentally-healthy-workplaces
Anti-Discrimination Training	Face-to-face and online training tailored to organisational roles, risks and needs, supporting compliance with workplace obligations under the Anti-Discrimination Act 1998 (Tas).	Employers, managers, employees, contractors, volunteers and agents	Office of the Anti-Discrimination Commissioner (Tasmania)	Tasmania – face-to-face and online	Varies by session	Price on application	Explicitly tailored to organisational roles, risks and needs	www.antidiscrimination.tas.gov.au/training

Building positive workplaces

Create a positive, inclusive and family-friendly workplace by developing the skills, policies and leadership practices that support diverse teams to thrive.

Training Product	Description	Intended Audience	Provider	Location	Duration	Indicative Cost	Tailoring Options	URL
Family Friendly Workplaces Certification	Online benchmarking self-assessment and certification process focused on five pillars (flexible work, parental leave, family care, leadership, culture). Businesses are supported to meet minimum Global Work and Family Standards to achieve certification as a Family-Inclusive Workplace.	HR/People & Culture leaders; senior leadership	Parents At Work / UNICEF Australia	Online	8 weeks from application to certification for businesses that meet the standards	Certfication from $2000 p.a.	Certification and action plan tailored to the organisation's own policy settings and size	familyfriendlyworkplaces.com.au/
Diversity in Agriculture Leadership Program (DiALP)	Mentoring-based leadership program aimed at increasing women's representation in agricultural leadership, run as part of the National Farmer's Federation's 2030 Roadmap.	Women with a connection to agriculture	National Farmers' Federation	National, various locations	Multi-month cohort program	Free to participants (funded program)	Cohort-based mentoring matched to participants' career stage and goals	nff.org.au/programs/diversity-in-agriculture-leadership/
Rural Women's Network Leadership and Mentoring Program	A funded 11-week program combining mentoring and leadership training from industry and government leaders.	Women working in Victorian agriculture and the grape and wine supply chain.	Agriculture Victoria	Victoria	11 weeks	Costs covered including bursaries for accommodation, childcare and travel.	Individual mentoring matched to participant background; open to women of all abilities, cultural backgrounds and ages	agriculture.vic.gov.au/support-and-resources/networks/rural-womens-network
Queensland Women in Agriculture Leadership Program	12-month training and mentoring program funded by the Queensland Government's Women in Industry grant, combining six mandatory training sessions (online and in-person) with one-on-one mentoring from an established industry leader.	Women working in agriculture, industry associations or agribusiness in Queensland	AgForce Training (Queensland Government funded)	Online plus in-person sessions in Brisbane or a major regional centre	12 months (six mandatory sessions)	Fully funded – 15 scholarships available	Tailored training and mentoring matched to participants' industry context	ag.training/qwal-program/
Future Leaders	National professional and personal development program cultivating leadership qualities across the wine sector.	Wine industry employees across the value chain and typically mid-career.	Wine Australia	National	Multi-month program held bi-annually	Free to successful applicants (competitive application process)	Single curriculum	www.wineaustralia.com/research_and_innovation/in-practice/people-development/future-leaders
Next Crop	Regionally designed and based leadership development program, with each region adapting the format to local needs and budgets.	Wine industry employees at various career stages, delivered regionally	Regional Associations	Varies by region	Varies by region	Funded program - minimal cost to participants	Tailored to the needs of each region	www.wineaustralia.com/research_and_innovation/in-practice/people-development/next-crop

Pay equity

Understand and address pay equity by strengthening your knowledge of remuneration practices, pay gap drivers, and approaches to fair and transparent reward systems.

Training Product	Description	Intended Audience	Provider	Location	Duration	Indicative Cost	Tailoring Options	URL
Gender Pay Gap Analysis Masterclass	Online training delivered by a WGEA gender equality expert. Organisations learn a 5-step process to identify pay gap "hotspots" using their own intenal data.	HR, People & Culture and staff responsible for WGEA reporting; owners of businesses subject to WGEA reporting requirements	Workplace Gender Equality Agency (WGEA)	Online	Not specified	Free	Participants apply the framework directly to their own organisational data during the session. WGEA direct advisory service also available.	www.wgea.gov.au/take-action/capacity-building-masterclass
Compensation and Benefits Certificate Program	Comprehensive online course focused on helping HR professionals set compensation and benefits across an organisation, including conducting pay equity audits.	HR practitioners and People & Culture teams	AIHR (Academy to Innovate HR)	Online	40 hours self-paced	$1530 for a single certificate; annual subscriptions also available for full access	Standard course	www.aihr.com/courses/compensation-benefits-certification/