

# CALL IT OUT

The 'Call it Out' program is designed to support organisations to promote a psychologically safe workplace free from bullying, harassment, discrimination and negative behaviours.

**The program empowers employees, and provides them with the awareness and skills, to 'call out' inappropriate behaviours, as the bystander, as well as role-model positive and respectful behaviours in the workplace.**

## HOW IT WORKS

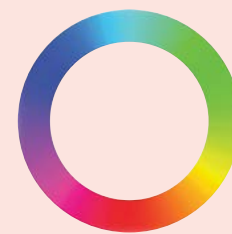
Our flagship Call it Out program is evidence-based and is suitable and adaptable for any organisation, whether office-based or operations oriented.

The half-day training module can be provided as a face to face workshop, a series of short-mixed-media training modules, interactive online learning, or a combination of online and face-to-face delivery. To engage participants and achieve learning outcomes, the training features video scenarios, which can be tailored to your organisation and industry.

This training is also supported by a 'Call It Out' Communications Approach, including a video and communications plan tailored to your organisation. To ensure that all employees can participate and make the program sustainable, Diversity Inclusion also offers a Train-the-Trainer service.

## WHY CHOOSE 'CALL IT OUT'?

Bullying, harassment and discrimination are serious workplace issues. Designed following extensive research on bystander intervention strategies, 'Call It Out' both incorporates and builds on the compliance training that organisations are legally required to undertake.



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**The program equips employees with the skills and confidence to call out negative behaviours.**

Research indicates that more than 25 per cent of individuals have been the target of bullying, harassment or discrimination, while 50 per cent have witnessed this behaviour in the workplace, so a proactive program focussing on the actions of bystanders and targets is needed.

## WHO CAN BENEFIT?

Instances of bullying, harassment and discrimination have major costs at both an individual and organisational level. From mental health implications like anxiety, depression, increased absenteeism, and even suicide, to costs associated with claims, high staff turnover, and time spent by managers resolving issues, the effect of these negative behaviours is far reaching.

Everyone in an organisation can benefit from this program, which empowers all employees to play a role in creating a positive, safe and psychologically healthy workplace. Other 'Call It Out' benefits include improved workplace culture and reputation.

## Want to know more? Let's chat...

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**"We have established Call It Out and Lucinda worked with us to develop the program. It has been very successful and very well received. Since we rolled out the program to all our people, we have recorded a 10% reduction in bullying, harassment and discrimination and an increase in the number of people calling out inappropriate behaviours!"**

Mike Poynter,  
GM Compliance and Assurance, ASC

