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ARA CHAMPIONS RESPECT AT WORK WITH FREE COURSE

The Australasian Railway Association (ARA) has launched a new Respect in Rail course aimed at creating a safe, respectful and inclusive workplace for everyone in the rail industry.

ARA CEO Caroline Wilkie said supporting rail to become an industry of choice fit for the future is a priority for the ARA.

“It is more important than ever that we build a strong, cohesive and respectful culture in the rail industry that is reflective of today’s expectations,” Ms Wilkie said.

“Fostering a workplace culture that is respectful, safe and inclusive is essential to building a healthy, sustainable rail industry.”

The free, 30-minute, online course outlines how to identify and address disrespectful behaviours, such as bullying and harassment, using real-world scenarios in the rail workplace. It also provides practical strategies to support others when witnessing such behaviour.

“Understanding the significant and devastating effects upon individuals experiencing bullying and harassment in the workplace is essential,” Ms Wilkie said.

“Disrespectful behaviour affects organisations, leading to increased staff turnover, potential legal repercussions, lost productivity and a negative impact on workplace culture.

“It also diminishes the rail industry’s ability to attract and retain the best people. We all have a part to play in creating a respectful workplace and setting a positive example by treating each other with respect.”

Safe, inclusive and respectful behaviours include:

- Treating everyone with respect and consideration
- Being inclusive; valuing others and accepting their differences
- Recognising the efforts and achievements of others
- Considering the impact your behaviour and requests have on others
- Speaking up and addressing behaviour that can lead to bullying, harassment and discrimination
- Modelling appropriate behaviour in the workplace.

Disrespectful workplace behaviour means discrimination, harassment, sexual and sex-based harassment, bullying, vilification, associated victimisation and adverse action.

ARA Respect in Rail course: <https://ara.net.au/respect-in-rail-course/>

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