



## Question Time!

### IRHR 15\_02c

#### Question Time

*Bullying & harassment training – necessary?*

Q: Is there any legislation that requires an employer to have staff undertake bullying and harassment training during their induction? Or is it as the employer sees fit?

A: Whilst there is no legislation which specifically mandates frequency of training on bullying, harassment etc., you are obliged to maintain a healthy and safe working environment for your employees and you do have a responsibility to ensure your employees are adequately trained. With this in mind, best practice would be to include training in the induction process and then do a refresher every 12 months.

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