

Employer Public Report

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Public Reports

WGEA publishes your Public Report, excluding any personal information, on the Data Explorer. WGEA uses its contents for other purposes in electronic or other formats.

What makes up your Public Report?

Your Public Report consists of 2 documents, which you can generate and download after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

Before lodgement

The Public Report must be:

- given to your CEO or equivalent for review, approval and sign off before lodgement.
- shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012*.

Reporting contacts will be asked to declare in the WGEA Employer Portal that all relevant CEOs or equivalents have signed the Public Report.

For detailed information on the requirements to share the Public Report with your employees, members or shareholders, refer to the online Reporting Guide under [Notification and Access requirements](#).

Gender Equality Standards

If your organisation is a single entity employing 500 or more employees, you must have a policy or strategy in place against each of the 6 Gender Equality Indicators. More information can be found within the online Reporting Guide on [Gender Equality Standards](#).

Gender Equality Targets

If your organisation is an employer that directly employs 500 or more employees, you must select and commit to achieve 3 gender equality targets from a [menu](#) of 19 options. At the end of 3 years, you must meet or demonstrate improvement against each selected target. More information can be found on [Gender Equality Targets: Frequently Asked Questions](#).



Workplace overview

Policies and strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when supported by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality; Other

Provide details: TBC

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Strategy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age

1.3 Does your organisation have any targets to address gender equality in your workplace?

No

1.4 If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.



The University of Sydney’s Women’s Career Acceleration and Leadership Strategy (WCALS), launched in 2015, was designed to increase female representation at leadership levels across all areas of the University. We also seek to promote gender equity across all stages of the career life-cycle through our participation in the Science in Australia Gender Equity (SAGE) program, for which we hold Bronze Award status, in 2024 we were awarded with all 5 silver cygnet awards, recognition of the commitment and work that we are doing in this area. In 2025, we are working towards applying for Silver Award status. We continue to participate in the Champions of Change Coalition (CCC) program of work. We recognize the challenges faced by people with diverse genders and seek to build workplace inclusion via our participation in the Australian Workplace Equality Index (AWEI) for which we currently hold Platinum Status.

Workplace overview

Governing bodies

Gender balance on governing bodies or boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance on the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of board members, and taking action to drive change through term limits, targets and policies.

1.5 Identify your organisation/s’ governing body.

Organisation: University Of Sydney

A. To your knowledge, is this governing body also reported in a different submission group for Gender Equality Reporting?

No

B. What is the name of your governing body?

University of Sydney Senate

C. What type of governing body does this organisation have?

Other governing body/authority

The Senate is the governing authority of the University and has the functions conferred or imposed on it by or under the University of Sydney Act 1989 (NSW).

D. How many members are in the governing body and who holds the predominant Chair position?

	Women	Men
Chair	0	1
Members (excluding chairs)	6	7



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

No

Do not have control over governing body/appointments

Appointments are made by government or relevant Ministers (Commonwealth public sector only)

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

For the Chair: 12

For the Members: 12

.....

G. Has a target been set to increase the representation of women on this governing body?

No

Selected value: Do not have control over governing body/appointments

Other value: NA

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Aboriginal and/or Torres Strait Islander identity; Cultural and/or language and/or race/ethnicity background; Disability and/or accessibility; Gender identity; Age

.....

1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

The Senate is currently comprised of 6 female members (40%). While there is no formal strategy or target implemented to increase the representation of women on Senate, there are a number of mechanisms in Senate processes to encourage the representation of women at the University's highest governing body, as outlined below. Elections: The Senate has a total of five elected positions comprised of three staff-elected, and two student-elected positions. The appointment to these positions is determined by the electorate through a vote, and the elections procedures are governed by the University of Sydney By-law 1999. The call for nominations ahead of every election is widely publicised to ensure diversity and wide



representation. Staff nominations are advertised through All-Staff News channels, staff networks and committees. Student nominations are advertised through the Student News (an e-newsletter released to all students), student bodies and consultative channels. Skills Matrix: The Senate has two Ministerially-appointed positions, and five Senate-appointed positions. Skills of appointed members of Senate are assessed against the Senate Fellows Skills Matrix, which are key skills and attributes relevant to the functions exercisable by Senate. Of these skills and attributes, one concerns the attribute “Contributes to Diversity – Cultural and linguistic, gender, and age diversity”, which reflects the view of Senate of the importance of diversity in membership composition. Gender Diversity in Ministerial-appointment nominations: When nominating candidates for consideration by the Minister for Skills, TAFE and Tertiary Education for a Ministerial-appointment position, Senate takes into consideration the gender balance of the field of candidates in addition to each candidate’s skills matrix.



Action on gender equality

Gender pay gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

Remuneration review processes without gender biases; Transparency about pay scales and salary bands; To implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap analysis?



Yes

Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

The University monitors gender pay equity through multiple lenses to ensure that potential hotspots of disparity are not lost under an organisational average. We monitor base remuneration as well as base + loadings separately for every level of professional and academic staff and highlight shifts that may require closer attention.

Action on gender equality

Employee consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

2.4a How did you consult employees about gender equality in the workplace?

Employee experience survey; Consultative committee or group; Exit interviews

2.4b Who did you consult?

ALL staff

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Policy; Strategy



2.6 If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.



Flexible working arrangements

Flexible working

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Targets have been set for engagement in flexible work; Targets have been set for men's engagement in flexible work; Leaders are held accountable for increasing take up and approval of workplace flexibility; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The organisation's approach to flexibility is integrated into client conversations; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and the impact of, flexibility measures are reported to the governing body; Flexible work arrangements are available to all employees, with a default bias towards approval (all roles flex approach); Management positions are designed to be able to be done part-time; All team meetings are offered online; The ability to job-share is incorporated into job design and advertising of new roles

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes



Flexible scheduling, rostering or switching of shifts	Yes	Yes
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3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

In 2025, we continued to build on initiatives introduced in 2021 to support flexible working and the transition to a hybrid model, recognising the benefits of both remote and site-based work. Over the past four years, we have evolved from a predominantly site-based culture to one where flexibility and inclusion are embedded in how we work, consult, share information, conduct research, provide opportunities for staff, and deliver organisational events, including cultural days of significance. The Flexible Working Arrangements Policy was updated in July 2024 to reflect the University’s strengthened commitments to flexible work under the Enterprise Agreement. Extensive consultation on the proposed updates highlighted the importance of balancing the needs of the University and local teams with individual staff preferences and circumstances. While some workplaces are reducing access to working from home, the University remains committed to supporting work-life balance and maintaining hybrid working arrangements where operationally appropriate.



Employee support for parents and carers

Paid parental leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that the policy is available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer distinction

Do you provide employer-funded paid parental leave for:

Primary: Yes Secondary: Yes

4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

4.1b Please indicate whether your employer-funded paid parental carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth

Secondary: Birth; Adoption; Surrogacy; Stillbirth

4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

4.1d Are all employees that receive employer-funded paid parental leave entitled



to the same number of weeks?

Primary:

No

4.1d(i) How many weeks of employer-funded paid parental leave is available to eligible employees?

Lowest entitlement: 1

Highest entitlement: 36

Secondary:

No

4.1d(i) How many weeks of employer-funded paid parental leave is available to eligible employees?

Lowest entitlement: 1

Highest entitlement: 5

.....

4.1e Who has access to this type of employer-funded paid parental leave?

Primary: Permanent employees; Contract/fixed term employees

Secondary: Permanent employees; Contract/fixed term employees

.....

4.1f Do you require carers to work for the organisation for a certain amount of time (a minimum service period) before they can access employer-funded paid parental leave?

Primary: Yes a minimum service period is required

How long is the minimum service period (in months)?

1

Is the minimum service period the same as the probation period for new employees?

No

Secondary: No minimum service period

.....

4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?



Primary: Anytime within 24 months

Secondary: Anytime within 24 months

**4.1h Does your organisation have an opt out approach to parental leave?
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

Primary: No

Secondary: No

4.1i Do you pay superannuation contributions to your employees while they are on parental leave?

Primary: Yes, on employer funded parental leave

Secondary: Yes, on employer funded parental leave

4.2 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

Employee support for parents and carers

Support for carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.3 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes



4.3a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave; Other leave available to employees with family or caring responsibilities

Provide details: Parents and carers can take additional unpaid leave if needed.

4.4 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	Yes
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	Yes
On-site childcare	Yes



Support mechanism	Answer
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes

4.5 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

The principle of achievement relative to opportunity is reflected in policies across recruitment, career progression, and performance, considering staff may face limited opportunities due to carer responsibilities or part-time work. The University offers 5 calendar days of special leave for casual staff who are ill or have caregiving duties. Carers can access to Flexible Working arrangements and leave provisions.



Harm prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention and response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Process for development and review of the policy, including consultation with employees, unions or industry groups; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; Training for managers and non-managers on respectful workplace conduct and preventing and responding to sexual harassment

5.1b If yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to managers, non-managers or the governing body?

Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
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All managers	Yes	No	Yes	Yes
All non-managers	Yes	No	Yes	Yes
The governing body	Yes		No	No

5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people such as women, Aboriginal and Torres Strait Islander people, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff; Responding to employees who engage in harassment or associated behaviours

5.3 Does the governing body and/or CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

Yes

New staff at induction

Chief Executive Officer or equivalent

Yes

At staff inductions; Other

Provide Details: The University has issued a Vice-Chancellor Directive that it is mandatory for all staff and affiliates to complete awareness and prevention of bullying, discrimination, and harassment training at induction and thereafter at least every two years.

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes



5.4a Does your risk management process include any of the following?

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Make workplace adjustments; Change or develop new control measures; Train people managers in prevention of sexual harassment; Train identified contact officers; Train staff on mitigation and control measures; Implement other changes (provide details)

Provide Details: tbc

5.5 What supports are available to support employees involved in and affected by sexual harassment?

Trained, trauma-informed support staff/contact officers; Confidential external counselling (e.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process for disclosure to union/worker representative; Process to disclose after their employment has concluded; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring



5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Gender of the complainant/aggrieved or victim; Gender of the accused or perpetrator; Outcomes of investigations

5.8 Does your organisation report on sexual harassment to the governing body and executive (CEO & KMP) and how frequently?

Governing body

Yes

Annually

CEO or equivalent

Yes

At every meeting

Key Management Personnel (for Commonwealth public sector: Senior Executive Bands)

Yes

At every meeting

5.8a Do your reports on sexual harassment to governing body, KMP and CEO include any of the following?

Prevalence of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment

5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

The University's Safer Communities team provides trauma informed support for survivors of sexual misconduct, domestic and/or family violence as well as bullying and harassment. Information about accessing support from the team is available at <https://www.sydney.edu.au/about-us/vision-and-values/safer-communities.html>. The Safer Communities Office also provides advice to staff who are supporting victim-survivors across the University. There is also provision of and delivery of preventative education programs and initiatives across the University including first responder training for staff on how to effectively respond to disclosures. Where an individual wishes to make a report of sexual misconduct to the University, they can do this via the online reporting forms or over the phone and email options. The University publishes an annual report on sexual misconduct. More information can be found in the 2024 Annual Report on Sexual Misconduct. The University of Sydney was



awarded five SAGE Cygnet Awards for demonstrating leadership and progress towards equity, diversity, and inclusion, and the impact of this work in 2024. One of these awards was around creating a Safer community and recognised the University’s achievements in improving accessibility and transparency for victim-survivors to report incidents and to seek support from specialist staff. It also recognised achievements in improving understanding of inappropriate behaviour across the University. The University’s Bullying Harassment and Discrimination Policy and Bullying Harassment and Discrimination Resolution Procedures affirm the University’s commitment to provide a safe and healthy workplace and learning environment; to provide information and training; and support the wellbeing of all those involved in a bullying, harassment or discrimination matter. In 2025, the University finished formalising a Sexual Harm and Gender-based Violence Prevention and Response Policy and Procedures 2026. This Policy details how the University supports victim-survivors, provides reporting options and protects confidentiality for students, staff and other members of the University community. As outlined in the previous report, Respect@Work gaps analysis and recommendations for how the University can meet its commitments to proactively prevent and respond appropriately to relevant unlawful conduct was submitted to the University Executive for consideration, which was endorsed. In 2024, a comprehensive Respect@Work Action Plan (Action Plan) was developed that encompassed the gaps analysis recommendations into 36 Action Items. The Action Plan, which was developed in close consultation with key internal stakeholders, focuses on the seven standards identified by the Australian Human Rights Commission of leadership, culture, knowledge, risk management, support, reporting and response, and monitoring, evaluation, and transparency. In 2025, the University commenced implementation of the Action Plan along with a comprehensive governance structure to support the successful implementation of the Program. Further information is available on the Respect@Work webpage. In addition, the University has effectively extended its obligation of positive duty to apply to all forms of inappropriate workplace behaviour in its most recent Enterprise Agreement 2023-26.

Harm prevention

Family or domestic violence

5.10 Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?

Yes
Policy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of family and domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training for key personnel in supporting employees experiencing family and domestic violence	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes



Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Procedures for referring employees experiencing family and domestic violence support services	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A family and domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Mechanisms for employees experiencing family and domestic violence to request to move to a different workplace location	Yes
Emergency accommodation assistance	Yes

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid family and domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid family and domestic violence leave?

20

Access to unpaid family and domestic violence leave?

Yes

Is it unlimited?

No

Do you offer unpaid family and domestic violence leave by negotiation or as needed?

Yes

How many days of unpaid family and domestic violence leave?

365

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.

Staff can apply for Leave Without Pay (LWOP), however not limited just to Domestic Violence leave. Maximum duration of LWOP is up to 1 year for private purposes. Staff affected by Family and Domestic Violence can apply for flexible working arrangements, including changes to working hours or part-time employment. They may also request other supportive measures, such as changes to work location, email address, and phone number.

