2014-15 public report form submitted by Griffith University to the Workplace Gender Equality Agency

Organisation and contact details

Organisation registration	Legal name ABN ANZSIC	Griffith University 78106094461 8102 Higher Education
Organisation details	Trading name/s ASX code (if relevant) Postal address Organisation phone number	 170 Kessels Road NATHAN QLD 4111 AUSTRALIA (07) 3735 7111
Reporting structure	Number of employees covered in this report submission Other organisations reported on in this report	7,742

Workplace profile
Manager

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
CEO/Head of Business in Australia	0	Full-time permanent	0	0	0
		Full-time contract	0	1	1
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Key management personnel	-1	Full-time permanent	1	2	3
		Full-time contract	4	5	9
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Other executives/General managers	-2	Full-time permanent	3	10	13
		Full-time contract	9	7	16
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-3	Full-time permanent	0	1	1
		Full-time contract	1	4	5
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
Senior Managers	-3	Full-time permanent	13	38	51
		Full-time contract	3	5	8
		Part-time permanent	0	1	1
		Part-time contract	1	0	1
		Casual	0	0	0
Other managers	-3	Full-time permanent	0	0	0
		Full-time contract	0	2	2
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
	-4	Full-time permanent	19	45	64
		Full-time contract	12	18	30
		Part-time permanent	0	0	0
		Part-time contract	1	2	3
		Casual	0	0	0

Manager occupational categories	Reporting level to CEO	Employment status	No. of employees		
			F	M	Total employees
	-5	Full-time permanent	30	22	52
		Full-time contract	8	25	33
		Part-time permanent	4	0	4
		Part-time contract	1	0	1
		Casual	0	0	0
	-6	Full-time permanent	56	60	116
		Full-time contract	12	13	25
		Part-time permanent	5	1	6
		Part-time contract	0	0	0
		Casual	0	0	0
	-7	Full-time permanent	6	7	13
		Full-time contract	1	0	1
		Part-time permanent	0	1	1
		Part-time contract	0	0	0
		Casual	0	0	0
	-8	Full-time permanent	0	0	0
		Full-time contract	0	0	0
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	8	11	19
Grand total: all managers			198	281	479

Non-manager

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
Professionals	Full-time permanent	656	677	0	0	0	0	1,333
	Full-time contract	262	235	0	0	0	0	497
	Part-time permanent	153	31	0	0	0	0	184
	Part-time contract	166	69	0	0	0	0	235
	Casual	1,241	928	0	0	0	0	2,169
Technicians and trade	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Community and personal service	Full-time permanent	20	0	0	0	0	0	20
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	4	0	0	0	0	0	4
	Part-time contract	0	0	0	0	0	0	0
	Casual	21	2	0	0	0	0	23
Clerical and administrative	Full-time permanent	444	194	0	0	0	0	638
	Full-time contract	122	52	0	0	0	0	174
	Part-time permanent	229	21	0	0	0	0	250
	Part-time contract	99	19	0	0	0	0	118
	Casual	1,052	553	0	0	0	0	1,605
Sales	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0

Non-manager occupational categories	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total employees
		F	M	F	M	F	M	
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Machinery operators and drivers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Labourers	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Others	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	8	5	0	0	0	0	13
Grand total: all non-managers		4,477	2,786	0	0	0	0	7,263

Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

Note: Additional help can be accessed by hovering your cursor over question text.

1 Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:

1.1 Recruitment?
☒ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☒ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.2 Retention?
☒ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☐ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.3 Performance management processes?
☒ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☒ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.4 Promotions?
☒ Yes (you can select policy and/or strategy options)
  ☐ Standalone policy
  ☒ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.5   Talent identification/identification of high potentials?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.6   Succession planning?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.7   Training and development?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.8   Resignations?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.9   Key performance indicators for managers relating to gender equality?
☒ Yes (you can select policy and/or strategy options)
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.10   Gender equality overall?
☒ Yes (you can select policy and/or strategy options)
          ☒ Standalone policy
          ☐ Policy is contained within another policy
          ☐ Standalone strategy
          ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.11   You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
Other relevant documents and initiatives to support the Universities key priority to achieve gender equality include the following:
Group and Element Operational plans
Women in Leadership program
Leneen Forde Future Leaders program
Provisions with the Academic and General Staff Enterprise Agreements
Vice Chancellors Academic Staff Development Scheme
General Staff Education Assistance Scheme

1.12   Should you wish to provide additional information on any of your responses under Gender equality indicator 1, please do so below:
The Griffith University Strategic Plan 2013-2017 and University Equity and Diversity Plan 2014-2017 are the guiding strategic documents for the University for achieving gender equality. These documents set out the key priorities for the University relating to the achievement of gender equality and balance including the attraction, retention and representation of female staff. Goals outlined in these strategic documents are implemented through a variety of means including Area/Group operational plans, specific initiatives or programs and University policy.

Gender equality indicator 2: Gender composition of governing bodies

2   Does your organisation, or any organisation you are reporting on, have a governing body/board?
☒ Yes
☐ No

2.1   Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, enter the gender composition (in numbers, not percentages) of that governing body/board; and where in place, include what percentage target has been set relating to the representation of women, and the year the target is to be reached.

IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition NUMBERS of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a date in the format of YYYY in the ' Year to be reached' column.

	Organisation name	Gender and NUMBER (NOT percentage) of chairperson/s		Gender and NUMBER (NOT percentage) of other board members		% target for representation of women on each board	Year to be reached
		F	M	F	M	(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
1	University Council	1	0	7	11	0	
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							

	Organisation name	Gender and NUMBER (NOT percentage) of chairperson/s		Gender and NUMBER (NOT percentage) of other board members		% target for representation of women on each board	Year to be reached
						(enter a percentage number from 0-100)	(in YYYY format; if no target has been set, leave blank)
		F	M	F	M		
25							
26							
27							
28							
29							
30							

2.1a   If you have reported a large number of governing body/board members (over 17) for any organisation listed as having a governing body/board in the table in question 2.1, please tick the box confirming this is an accurate NUMBER, and NOT a PERCENTAGE.
☒ Yes, the data provided in question 2.1 reflect numbers not percentages.

2.2   For any governing bodies/boards where a target relating to the representation of women has not been set, you may specify why below:
☒ Governing body has gender balance (e.g. 40% women/40% men/20% either)
☐ Currently under development
☐ Insufficient human resources staff
☐ Don't have expertise
☒ Do not have control over board appointments (provide details why):
 Appointments governed by legislation (Griffith University Act 1998)
☐ Not a priority
☐ Other (provide details):

2.3   Do you have a formal selection policy or formal selection strategy for governing body/board members for ALL organisations covered in this report?
☐ Yes
       ☐ Standalone policy
       ☐ Policy is contained within another policy
       ☐ Standalone strategy
       ☐ Strategy is contained within another strategy
☐ No
☐ No, in place for some governing bodies
☐ No, currently under development
☐ No, insufficient human resources staff
☒ No, do not have control over board appointments (provide details why):
 Appointments governed by legislation (Griffith University Act 1998)
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

2.4   Partnership structures only: (do NOT answer this question if your organisation is an incorporated entity (i.e. Pty Ltd, Ltd or Inc)). For partnerships, please enter the total number of

female and male equity partners (excluding the managing partner) in the following table. Details of your managing partner should be included separately in the CEO row of your workplace profile. If you have a separate governing body/board of directors, please enter its composition in question 2.1.

	Full-time females	Part-time females	Full-time males	Part-time males
Equity partners who ARE key management personnel (KMPs) (excluding your managing partner)				
Equity partners who are NOT key management personnel (KMPs)				

2.5   Should you wish to provide additional information on any of your responses under Gender equality indicator 2, please do so below:

Gender equality indicator 3: Equal remuneration between women and men

3   Do you have a formal policy or strategy on remuneration generally?
☒ Yes
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees paid market rate
☐ No, not a priority
☐ No, other (provide details):

3.1   Are specific gender pay equity objectives included in your formal policy or formal strategy?
☒ Yes (provide details in questions 3.2 and/or 3.3 below)
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees are paid market rate
☐ No, not a priority
☐ No, other (provide details):

3.2   You have answered yes to question 3.1. Please indicate whether your formal policy or formal strategy includes the following gender pay equity objectives (more than one option can be selected):
☐ To achieve gender pay equity
☐ To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at salary, out-of-cycle pay reviews, and performance pay reviews)
☒ To be transparent about pay scales and/or salary bands
☐ To ensure managers are held accountable for pay equity outcomes

☐ To implement and/or maintain a transparent and rigorous performance assessment process
☐ Other (details provided in question 3.3 below)

3.3   Provide details of other gender pay equity objectives that are included in your formal policy or formal strategy including timeframes for achieving these objectives:
n/a

4   Has a gender remuneration gap analysis been undertaken?
☒ Yes. When was the most recent gender remuneration gap analysis undertaken?
    ☒ Within last 12 months
    ☐ Within last 1-2 years
    ☐ More than 2 years ago but less than 4 years ago
    ☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, salaries for ALL employees (including managers) are set by awards or industrial agreements, AND there is no room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)
☐ No, salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there IS room for discretion in pay changes (because pay increases can occur with some discretion such as performance assessments)
☐ No, non-award employees are paid market rate
☐ No, not a priority
☐ No, other (provide details):

4.01   Should you wish to provide details on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like, organisation-wide), please do so below:
A gender remuneration gap analysis was conducted in 2015 and looked at both University wide, level by level and like for like pay gaps within the academic and administrative work groups.

During 2015, the data is being presented to each of the executive staff responsible for the work areas, to assist them to identify:
-       Gaps in both pay gap and also gender representation;
-       Where necessary, the circumstances which have led to pay gaps; and
-       Initiatives to remedy the issues.

4.1   Were any actions taken as a result of your gender remuneration gap analysis?
☒ Yes - please indicate what actions were taken (more than one option can be selected):
    ☐ Created a pay equity strategy or action plan
    ☒ Identified cause/s of the gaps
    ☐ Reviewed remuneration decision-making processes
    ☒ Analysed commencement salaries by gender to ensure there are no pay gaps
    ☒ Analysed performance ratings to ensure there is no gender bias (including unconscious bias)
    ☒ Analysed performance pay to ensure there is no gender bias (including unconscious bias)
    ☐ Trained people-managers in addressing gender bias (including unconscious bias)
    ☐ Set targets to reduce any like-for-like gaps
    ☐ Set targets to reduce any organisation-wide gaps
    ☐ Reported pay equity metrics to the board
    ☒ Reported pay equity metrics to the executive
    ☐ Corrected like-for-like gaps
    ☐ Conducted a gender-based job evaluation process

☒ Implemented other changes (provide details):
Implemented female staff only academic promotions sessions to encourage female staff to apply for promotion in a more timely manner.

☐ No
☐ No unexplainable or unjustifiable gaps identified
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees are paid market rate
☐ No, unable to address cause/s of gaps (provide details why):

☐ No, not a priority
☐ No, other (provide details):

4.2   Should you wish to provide additional information on any of your responses under Gender equality indicator 3, please do so below:

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

5   Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?
☒ Yes
☐ No
☐ No, currently being considered
☐ No, insufficient human resources staff
☐ No, government scheme is sufficient
☐ No, don't know how to implement
☐ No, not a priority
☐ No, other (provide details):

5.1   Please indicate the number of weeks of employer funded parental leave that are provided for primary carers.
26

5.2   How is employer funded paid parental leave provided to the primary carer?
☐ By paying the gap between the employee's salary and the government's paid parental leave scheme
☒ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of time over which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks
☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)

6   Do you provide employer funded paid parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?
☒ Yes, one week or greater
☐ Yes, less than one week
☐ No
☐ No, currently being considered
☐ No, insufficient human resources staff
☐ No, government scheme is sufficient
☐ No, don't know how to implement
☐ No, not a priority
☐ No, other (provide details):

6.1 Please indicate the number of weeks of employer funded parental leave that are provided for secondary carers.

2

7 How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the past reporting period?

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Managers	7	1	0	6
Non-managers	120	1	0	36

8 What proportion of your total workforce has access to employer funded paid parental leave?

	Primary carer's leave	Secondary carer's leave
%	50	50

9 Do you have a formal policy or formal strategy on flexible working arrangements?

☒ Yes
  ☐ Standalone policy
  ☒ Policy is contained within another policy
  ☐ Standalone strategy
  ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, don't offer flexible arrangements
☐ No, not a priority
☐ No, other (provide details):

10 Do you have a formal policy or formal strategy to support employees with family and caring responsibilities?

☒ Yes
  ☐ Standalone policy
  ☒ Policy is contained within another policy
  ☐ Standalone strategy
  ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, don't offer flexible arrangements
☐ No, not a priority
☐ No, other (provide details):

11 Do you have any non-leave based measures to support employees with family and caring responsibilities?

☒ Yes
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff

☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

11.1   To understand where these measures are available, do you have other worksites in addition to your head office?
☒ Yes
☐ No

11.2   Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'):
☐ Employer subsidised childcare
  ☐ Head office only
  ☐ Other worksites only
  ☐ Head office and some other worksites
  ☐ All worksites including head office
☒ On-site childcare
  ☐ Head office only
  ☐ Other worksites only
  ☒ Head office and some other worksites
  ☐ All worksites including head office
☒ Breastfeeding facilities
  ☐ Head office only
  ☐ Other worksites only
  ☐ Head office and some other worksites
  ☒ All worksites including head office
☐ Childcare referral services
  ☐ Head office only
  ☐ Other worksites only
  ☐ Head office and some other worksites
  ☐ All worksites including head office
☐ Internal support network for parents
  ☐ Head office only
  ☐ Other worksites only
  ☐ Head office and some other worksites
  ☐ All worksites including head office
☐ Return to work bonus
  ☐ Head office only
  ☐ Other worksites only
  ☐ Head office and some other worksites
  ☐ All worksites including head office
☐ Information packs to support new parents and/or those with elder care responsibilities
  ☐ Head office only
  ☐ Other worksites only
  ☐ Head office and some other worksites
  ☐ All worksites including head office
☒ Referral services to support employees with family and/or caring responsibilities
  ☐ Head office only
  ☐ Other worksites only
  ☐ Head office and some other worksites
  ☒ All worksites including head office
☒ Targeted communication mechanisms, for example intranet/forums
  ☐ Head office only
  ☐ Other worksites only
  ☐ Head office and some other worksites
  ☒ All worksites including head office
☐ None of the above, please complete question 11.3 below

11.3   Please provide details of any other non-leave based measures that are in place and at which worksites they are available:
Salary sacrificing of child care fees for service located on Head office campus is available to University staff.

12   Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?
☒ Yes
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, not aware of the need
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

13   Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence?
☒ Yes - please indicate the type of measures in place (more than one option can be selected):
    ☐ Employee assistance program
    ☒ Access to leave
    ☐ Training of human resources (or other) staff
    ☒ Referral to support services
    ☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, not aware of the need
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

14   Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Flexible hours of work	☒	☒	☒	☒	☒	☒	☒	☒
Compressed working weeks	☐	☒	☐	☒	☐	☒	☐	☒
Time-in-lieu	☐	☒	☐	☒	☒	☒	☒	☒
Telecommuting	☒	☒	☒	☒	☒	☒	☒	☒
Part-time work	☒	☐	☒	☐	☒	☐	☒	☐
Job sharing	☒	☐	☒	☐	☒	☐	☒	☐
Carer's leave	☒	☐	☒	☐	☒	☐	☒	☐

	Managers				Non-managers			
	Female		Male		Female		Male	
	Formal	Informal	Formal	Informal	Formal	Informal	Formal	Informal
Purchased leave	☒	☐	☒	☐	☒	☐	☒	☐
Unpaid leave	☒	☐	☒	☐	☒	☐	☒	☐

14.1   If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:
Reversible Part Time Appointment for the Care of Dependents (following a period of parental leave).

14.2   Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below:
☐ Currently under development
☐ Insufficient human resources staff
☐ Don't have expertise
☐ Not a priority
☐ Other (provide details):

14.3   Should you wish to provide additional information on any of your responses under Gender equality indicator 4, please do so below:

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

15   Have you consulted with employees on issues concerning gender equality in your workplace?
☒ Yes
☐ No
☐ No, not needed (provide details why):

☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

15.1   How did you consult with employees on issues concerning gender equality in your workplace (more than one option can be selected)?
☒ Survey
☒ Consultative committee or group
☐ Focus groups
☐ Exit interviews
☒ Performance discussions
☒ Other (provide details):
    web pages, forums, development programs

15.2   What categories of employees did you consult?
☐ All staff
☐ Women only
☐ Men only
☐ Human resources managers
☐ Management

☐ Employee representative group(s)
☐ Diversity committee or equivalent
☐ Women and men who have resigned while on parental leave
☒ Other (provide details):
    All employees in selected work areas, Women only groups, HR Managers, Employee
    representative groups (Equity Champions), University Equity Committee

15.3   Should you wish to provide additional information on any of your responses under
Gender equality indicator 5, please do so below:

Gender equality indicator 6: Sex-based harassment and discrimination

16   Do you have a formal policy or formal strategy on sex-based harassment and
discrimination prevention?
☒ Yes
        ☒ Standalone policy
        ☐ Policy is contained within another policy
        ☐ Standalone strategy
        ☒ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

16.1   Do you include a grievance process in any sex-based harassment and discrimination
prevention policy or strategy?
☒ Yes
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

17   Does your workplace provide training for all managers on sex-based harassment and
discrimination prevention?
☒ Yes - please indicate how often this training is provided ('At induction' AND one of the
other options can be selected):
        ☒ At induction
        ☐ At least annually
        ☒ Every one-to-two years
        ☐ Every three years or more
        ☐ Varies across business units
        ☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

17.1   Should you wish to provide additional information on any of your responses under Gender equality indicator 6, please do so below:

Other

18   Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (As with all of the questions in this questionnaire, any information you provide here will appear in your public report.)

Notification and access

List of employee organisations	National Tertiary Education Union Together Union United Voice Queensland

CEO sign off confirmation

Name of CEO or equivalent	Professor Ian O'Connor
Confirmation CEO has signed the report	Yes

CEO Signature:

Date: