

Trans and Gender Diverse Applicant Support

March 2020



Introduction

At SBS, we embrace difference and we understand that everyone is unique and experiences job applications differently. We're also alive to some of the concerns that trans and/or gender diverse candidates may have, or barriers they may face in applying for, interviewing for and onboarding into a new job.

That's why we've created this guide to assist you in navigating your application with SBS, understanding where you can go for more information, what to expect throughout the process and how you can ask for help.

Throughout this guide we will refer to 'we' and 'us'. However, where we ask you to contact us, please contact our Recruitment Advisor Anne De Voronine who can assist you in working through the recruitment process and ensuring we remove any barriers to you being able to put your best foot forward. Anne can be reached at anne.devoronine@sbs.com.au

Coming out

Your journey is your own, and we understand that at various points of the recruitment process you may or may not feel comfortable to share with us your gender identity. We also recognise that just because you choose to share that information with us, does not mean you necessarily wish for us to share it with others in the organisation. We respect your privacy and the right to self-identify however you wish, even if that changes over time. So please, let us know your preference and we will ensure your wishes are respected throughout the recruitment process.

Work history and reference checking

If you have concerns about your work history and the way in which SBS conducts professional reference checks, please let us know. We are very happy to work with you to agree on the best means of conducting these checks and removing any barriers which may exist.

Presentation

Should you make it to the interview stage of our recruitment process, you will be invited to attend an in-person interview. SBS welcomes and encourages you to dress and present in whichever manner is most comfortable for you, and simply ask that you dress professionally.



Affirmation or transition

If transitioning is something which you may be considering, please know that SBS has a supportive gender affirmation policy in place which includes the formation of a support team, flexible leave arrangements and additional supports in navigating conversations with peers, managers, clients or audience members.

Pronouns

SBS will always respect your preferred pronouns throughout your candidate experience, and should you gain employment with SBS, throughout the life of your employment.