

WHO IS COVERED BY THIS POLICY?

This Policy applies to all SBS employees regardless of gender, marital status or sexual orientation.

TYPES OF PARENTAL LEAVE

Parental Leave is only available to employees who have or will have responsibility for the care of a child, associated with:

- the birth of a child to the employee or the employee's Partner;
- the placement of a child under 16 with the employee for adoption; or
- the birth of a child through a surrogacy arrangement where the parentage of the child will be transferred to the employee or the employee's Partner.

FOSTERING LEAVE

SBS values the contribution to the community made by foster parents and the commitment of staff who provide foster care for children.

Although employees who foster a child are not entitled to take Unpaid Parental Leave under the FW Act, SBS provides both unpaid and paid Fostering Leave for the purposes of long-term and full-time foster care of a child. However, this provision does not relate to short-term foster care.

Unpaid Fostering Leave

An employee who fosters a child on a full-time and long-term basis is entitled to up to 12 months' unpaid Fostering Leave.

Unpaid Fostering Leave must be taken in a single continuous period within 2 years of the date of fostering of the child, unless otherwise agreed by SBS.

The period of unpaid Fostering Leave forms part of your entitlement to Unpaid Parental Leave under the FW Act (if any) and your entitlement to unpaid leave under the Enterprise Agreement (if any).

Paid Fostering Leave


Where the employee who fosters a child on a full-time and long term basis is the child's Primary Carer, they will also be entitled to 6 weeks paid Fostering Leave, provided that the employee has had or will have before the time Fostering Leave is taken, 12 months' continuous service with SBS. Paid Fostering Leave must be taken in a single continuous period within 2 years of the date of fostering of the child, unless otherwise agreed by SBS.

The period of paid Fostering Leave forms part of your entitlement to Unpaid Parental Leave under the FW Act (if any) and your entitlement to paid fostering leave under the Enterprise Agreement (if any).

Hate Crimes of significant concern across large parts of Eastern Europe and Russia. It is not taboo to be a racist and in some places is still a social norm. Coupling the 'social norms' with a crowd mentality almost ensures the abuse of multicultural players from the stands. Visitors, certainly in the more remote rural locations, should be wary of local sentiment towards multicultural visitors. People of Asian or Afro-Caribbean descent may attract some unwanted attention in public places. SBS personnel should remain vigilant and take care, particularly when traveling late at night. Watchdogs such as ILGA- Europe, the European section of the International Lesbian, Gay, Bisexual, Trans and Intersex Association, rate Russia as one of the least protective Countries in Europe for LGBT citizens, ranking it 48th out of the 49 European countries rated in its annual survey. Anti-LGBT violence does systemically occur in Russia. The LGBT community faces attacks and little protection from the government; homophobia is widespread. The FIFA 2018 World Cup in Russia will also be

<p>7. Social Unrest</p>	<p>HIGH 9 Possible with Moderate consequences</p>	<p>Socio-economic and political issues periodically prompt demonstrations, though most pass off peacefully. Protests over political issues have increased in frequency in recent years, particularly after opposition parties boycotted the outcome of the October 2020 parliamentary elections. Recurring demonstrations over several high-profile criminal cases can also attract significant turnouts.</p> <p>Georgia's relations with the EU and Russia remain contentious over issues related to domestic politics, and developments perceived to be detrimental to Georgia can trigger related protests</p> <p>There is a credible risk of localised confrontations during any rallies in support of LGBTQ+ rights. Such gatherings are likely to elicit a violent response from religious groups and conservative elements.</p> <ul style="list-style-type: none"> • In the unlikely event of a public protests and rallies, contact s22 about how to appropriately cover it • monitor local media and other sources for possible threats • follow the advice of local authorities 	<p>MEDIUM 6 Unlikely with Moderate consequence</p>	<p>SBS & Filming Crew</p>	<p>during filming</p>
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		<p>Although homosexuality and being gay in Georgia has been legal since 2000, it is taboo in large parts of the country so SBS crew should be vigilant and take particular care when travelling late at night.</p>			
		<p>s22</p>			

What is family and domestic violence?

Family and domestic violence is violent, threatening or other abusive behaviour by a close relative of an employee including a partner or other family member that seeks to coerce or control the employee and causes them harm or to be fearful.

Within the LGBTIQ+ community there may be features of domestic violence that are unique to this community. For example, a perpetrator may threaten to 'out' their partner to family, friends or colleagues.

Paid family and domestic violence leave

Under this policy, a full-time or part-time employee can access up to 10 days of paid family and domestic violence leave during each year of their employment. This leave does not accrue from year to year.

An employee who is experiencing family and domestic violence may take leave under this Policy if

- *The National Sexual Assault, Domestic Family Violence Counselling Service*: phone 1800 737 732 (1800 RESPECT), www.1800respect.org.au
- *Another Closet: LGBTQ+ family & domestic violence support*: <http://www.anothercloset.com.au/>
- *LGBTIQ+ support counselling services*: 1300 542 874
- Free legal services available through Community Legal Centres: www.naclc.org.au
- In NSW:
 - *The Domestic Violence Line*: phone 1800 65 64 63;
 - *Link2home Homelessness*: phone 1800 153 153

Who is covered by this Policy?

This policy applies to all SBS employees.

Full-time and part-time employees are entitled to access paid family and domestic violence leave. SBS support for families is inclusive of families with same-sex and gender diverse partners.



 Queer
Content
Club

End of Year Screening

With Queer Content Club! This is the place to meet new people from across SBS, make friends, engage with queer content, connect, learn & have fun!

Shiva Baby

Directed by Emma Seligman

While at a Jewish funeral service with her parents, college student Danielle has an awkward encounter with her sugar daddy and ex-girlfriend.

When: Wednesday 11 Dec. 3:45pm-5:15pm
Where: Conference Room A
RSVP: **Accept the event invite**

 Light refreshments will be provided 

If you are part of community or an ally to community, you are welcome!

If you have any questions, you can reach out to

s22

Any questions about LGBTQ+ policies and culture?

People & Culture contact
s22@pbs.com.au

s22 is an experienced People & Culture professional who is trained in LGBTQ+ Inclusion and can be contacted for a confidential conversation if you have any concerns relating to LGBTQ+ inclusion, including but not limited to the reporting of inappropriate behaviour or conduct.

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To date, Pride & Allies have played a role in supporting and championing the following updates to SBS policy, processes and documents:

- **Updated Parental Leave Policy** to ensure that employees have equal access to paid parental leave regardless of sex, gender identity, sexual orientation or family type (including surrogacy, adoption and fostering arrangements). This was a win for all employees but in particular for same sex couples, fathers and our trans and intersex friends and colleagues. The new policy can be found [here](#).
- **Updated staff benefits** documents available on the intranet to ensure employees are aware that staff benefits including health care packages are available to LGBTQ+ individuals, couples and families. Staff benefits can be found on the people and culture page of the intranet.
- **Updated various policies** to ensure appropriate terminology and inclusive language used throughout – this included our **Leave policy** and **Appropriate Workplace Behaviour policy** both of which can be found in the policies section of the intranet.
- **Updated our induction process** to ensure that new staff are aware of Pride & Allies and how they can access resources or participate and our **Recruitment policy**.
- **Assisted to develop Gender Affirmation Guidelines** to assist Trans and Intersex colleagues, their teams and managers in circumstances where they may be undergoing a gender transition or affirmation process in the workplace.
- **Conducted a benchmarking survey** to understand the qualitative feedback from the business on the state of LGBTQ+ inclusion and the visibility and effectiveness of the SBS Pride & Allies team.

4. What is unlawful harassment?

Unlawful harassment is described as any unwelcome and uninvited behaviour (verbal, non-verbal, physical, written or visual) which has no legitimate workplace purpose and which intimidates, humiliates or offends another person or persons.

Harassment can be physical, spoken or written. It includes but is not limited to the following behaviour:

- display of offensive materials, pictures or objects based on a person's disability, race, sex, age, gender identity, sexual orientation, intersex status or any other Protected Characteristic, including material on the internet;
- intimidation or verbal abuse aimed at a person with a disability or their carer, their aids or capabilities;
- racially oriented intimidation or verbal abuse;
- Deliberate misgendering or deadnaming of someone;
- imitating someone's accent or other Protected Characteristic;
- telling offensive jokes, making practical jokes or making fun of someone because of their disability, race, sex, age, gender identity, sexual orientation, intersex status or any other Protected Characteristic;
- isolating, segregating or humiliating someone because of a Protected Characteristic; and
- asking intrusive questions about someone's personal life, including their sex life or sex characteristics;
- Making jokes or treating people unfavourably on the basis of the way in which they dress or present related to their gender expression

Under anti-discrimination law, treating a person less favourably on the basis of Protected Characteristics includes harassing a person due to those characteristics. The legislation also specifically prohibits sexual harassment (see further below at section 5), harassment based on or linked to a person's disability and offensive behaviour based on racial hatred.

In harassment cases, the intention of the alleged harasser is irrelevant. What is important is what a reasonable person would think of the situation. Harassment can also arise as a result of a single incident as well as repeated incidents.

Any Team Member found to have engaged in unlawful harassment will be the subject of disciplinary action which may result in termination of employment or engagement.

Client and Audience interface

Whilst SBS does not have a formal dress policy, some roles at SBS may require interfacing with audience members, community groups, clients and vendors and as such require a higher standard of professional dress. SBS welcomes and supports you to dress and present however you identify, whether that is female, male, non-binary, gender diverse or transgender, even if this changes over time. We trust you as part of your role to understand what level of professional attire is appropriate in the circumstances. If you have questions in regards to how to interpret this guidance or if you are commencing a gender transition or affirmation process and would like some assistance in communicating with clients, vendors or suppliers, please reach out to your manager or your People & Culture Business Partner.

Please indicate your gender

- Female
- Male
- Non-Binary

Unscripted inclusion targets

SBS Unscripted aims to meet the below targets, by combining results from all commissioned documentary, factual, food and entertainment shows over a three-year period. The targets do not apply to individual productions, as we understand each has unique approaches and challenges, and not all targets may be able to be met on an individual program. We're asking production companies to contribute to SBS's overall goals as appropriate to the program commissioned.

	ON-SCREEN	OFF-SCREEN	CAREER PROGRESSION
	OF THE TOTAL ON-SCREEN KEY ROLES ¹ :	OF THE TOTAL OFF-SCREEN KEY ROLES ² :	OF THE TOTAL NON-KEY ROLES ³ :
CALD	35-40%	25-40%	<ul style="list-style-type: none"> • 9-12% Culturally and linguistically diverse, First Nations, people with disability and/or LGBTIQ+ in non-key roles³ & • Each year, SBS Unscripted aims to provide career progression opportunities for people from these groups on SBS productions. • We encourage producers to hire people from these groups to help SBS meet our targets.
First Nations	3-5%	3-5%	
People with disability	5-10%	5-10%	
LGBTIQ+	8-12%	8-12%	
Women	45-55%	45-55%	

¹Examples of Unscripted on-screen key roles include presenter, guest presenter, regular contributor, expert and performer.

²Examples of Unscripted off-screen key roles: Executive Producer, Series Producer, Editor, Director, Location director, Producer, Shooter producer, Field producer, Story producer, Post producer, Director of Photography, Production Manager, Post EP.

³Unscripted non-key roles: This is a role which is not defined as a key role, and includes the remainder of the crew including runners.