



Australian Taxation Office

AUSTRALIAN WORKPLACE EQUALITY INDEX

AUSTRALIAN WORKPLACE EQUALITY INDEX - FOUNDATION SUBMISSION (2023 - 2026)

HR Policies & Diversity Practice		Score	Index	Notes
1	Updated Terminology	2	2	
2	LGBTQ Inclusivity within Policies and Benefits	2	2	
3	New Parent Leave Inclusive of LGBTQ Families	3	3	
4	International Travel Advice for Employees	3	3	
5	LGBTQ Inclusive Domestic & Family Violence Policy	4	4	
		14	14	
LGBTQ Bullying, Harassment & Support		Score	Index	Notes
6	Resources on LGBTQ Inclusive and Negative Language	6	6	
7	LGBTQ-related Grievance Officers	2	4	HCO's are not part of the formal reporting process, they are able to assist and support an individual through the the process in a robust way. Follow up critical role training options.
8	Behavioural Examples of What Constitutes Bullying / Harassment	4	4	
		12	14	
Inclusion of Trans and Gender Diverse Employees		Score	Index	Notes
9	Gender Affirmation Policy and Process Documentation	4	4	
10	Dress Codes	4	4	
11	Non-Binary Gender Options for Employees	0	4	Noted use of M/F/X as determined by APSED, positive work advocating for change.
		8	12	
Strategic Focus & Accountability		Score	Index	Notes
12	External LGBTQ Expertise	3	3	
13	LGBTQ Inclusion Strategy	3	3	
14	External LGBTQ Workplace Inclusion Promotion	3	3	
15	HR / Diversity Professional Accountabilities	6	8	D&I member has a place on ATOMIC steering committee as stakeholder but no listed accountabilities. ATOMIC charter may state Advisory function but not provided as evidence. Charter supplied as evidence to Q17.
		15	17	
LGBTQ Employee Network		Score	Index	Notes
16	LGBTQ Employee Network	4	4	
17	Orientation / On-boarding	3	3	
18	Ally / Champion Reference Guides	2	3	Good toolkit with links on 'how to'. Limited if it is presented only to those who actively step up to be a champion.
19	Confidential Contacts	3	3	Refer to Q7 HCO support, ATOMIC leads are are continuous resource, could be better evidenced.
20	Internal LGBTQ Social Media Stream	2	2	
		14	15	
Training, Awareness & Professional Development		Score	Index	Notes
21	LGBTQ Training Availability	8	8	
		8	8	
Total AWEI Foundation Submission Score		71	80	

GENERAL SUBMISSION COMMENTS

Good work, review opportunities with Relationship Manager will shore up the best practice methods to achieve outcomes.