

Inclusive Bathroom Signage Comms

Intranet article

At DCCEEW, we are committed to fostering a respectful and inclusive workplace where all employees feel safe and valued. As part of this commitment, inclusive bathroom signage will be installed on the outside of bathrooms at Canberra, Sydney, Brisbane, Hobart & Darwin where DCCEEW is the only tenant, with installation planned towards the end of October.

It is important to be clear about what this means. Inclusive bathroom signage is not the same as gender-neutral signage.

- *Gender-neutral facilities are sometimes referred to as Unisex bathrooms or All-gender bathrooms*
- *Gender-neutral facilities are designed for use by anyone, regardless of their gender.*
- *Inclusive signage affirms that staff with a transgender experience, those who identify as non-binary or with another gender identity, and intersex colleagues, are welcome and respected in facilities that remain designated as male or female.*

There is no change to the configuration or use of existing bathrooms, bathrooms remain signed male and female and continue to be used exactly as they always have. What changes is the addition of signage that makes it clear that everyone is safe and welcome to use the facilities that align with their gender.

This initiative reflects our obligations under the *Sex Discrimination Act 1984*, which protects people from discrimination on the grounds of gender identity, and the *Work Health and Safety Act 2011*, which requires us to provide a safe and equitable workplace for all. It also supports our ongoing commitment to creating an inclusive and respectful workplace. Visible signage is a small but meaningful step to ensure every employee feels respected and included at work.

To support understanding and provide a safe space for questions, Pride in Diversity will host an information session for staff in on Tuesday 14 October. Register here. **[insert link to event]**

If you have any questions or require support, please reach out to the Inclusion Team at **s. 47F(1)** dcceew.gov.au

[include image of signage]

McCulloch's Mid-Week

Inclusive bathroom signage – supporting safe and respectful workplaces

From late October, inclusive bathroom signage will be installed on the outside of bathrooms at offices where DCCEEW is the sole tenant. The signage does not change the existing male and female bathroom or how they are used. Instead, it affirms that colleagues with a transgender experience, intersex or staff who identify as non-binary, or with another gender identity, have the right, under the **Sex Discrimination Act 1984**, to use the facilities that align with their gender.

Read more about what inclusive signage means, and how it differs from gender-neutral facilities, on the intranet **[Intranet article link]**.