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Inclusive Bathroom Signage – Draft Implementation Plan

Implementation & Consultation Timeline

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Communications and Education Strategy

Objectives:

- Reinforce that inclusive bathroom signage aligns with legal obligations under the *Sex Discrimination Act 1984* and *WHS Act 2011*.

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- Address misconceptions by clarifying what signage does and does not change.
- Provide visible leadership commitment to inclusion.
- Ensure psychological safety and respectful dialogue for all staff.
- Minimise risk of further misinformation or negative behaviours (e.g. removal of signage).

Key Audiences:

- All Staff: Clear, accessible explanation of the decision, its purpose, and the department's obligations.
- Pride and Gender Equity Networks: Acknowledgement of their contributions and continued role in shaping inclusive practice.
- SES and People Managers: Equipped to respond consistently to staff questions and manage sensitive discussions.
- HSRs: Provided with risk assessment closure and assurance on safety considerations.
- Heads of Site: Clear expectations for implementation at their locations.

Core Messages:

- Bathrooms remain designated as male and female, this initiative does not change the configuration of facilities.
- Signage is intended to reassure staff that they can use the bathroom aligned with their gender identity.
- This is not new practice, signage supports existing entitlements and builds awareness.
- The department has gone above and beyond consultation requirements to consider diverse perspectives.
- Visible signage supports our culture of respect, safety and inclusion.

Channels & Tools:**OFFICIAL**

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1. Intranet articles:

- Launch article: *“What inclusive bathroom signage means (and what it doesn’t)”*.
- Follow-up article at rollout phase highlighting leadership support and Pride Network involvement.

2. SES & People Manager Talking Points:

- Key FAQs and consistent language around psychological safety, obligations, and respect.
- Emphasis on compassion for staff with differing experiences and cultural perspectives.

3. Education Resources:

- FAQs page on intranet.
- Manager pack with scenarios and responses.
- Risk assessment summary available for transparency.

4. Information Sessions:

- Recommendation: Delivered by external facilitators (Pride in Diversity, A Gender Agenda) with SES presence.
- Questions pre-submitted to avoid reactive or unsafe exchanges.
- Record themes and publish responses as FAQs.

5. Leadership Visibility:

- SES Band 2s reinforcing consistent messaging in divisional meetings.

6. Reinforcement via Regular Channels:

- McCulloch’s Midweek.
- Open Mike.
- Pride Network newsletter.

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