



AUSTRALIAN WORKPLACE EQUALITY INDEX

Department of Climate Change, Energy, the Environment and Water

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	2	3	No surrogacy mentioned
4	International Travel Advice for Employees	3	3	
5	LGBTQ+ Inclusive Domestic & Family Violence Policy	4	4	
		13	14	
LGBTQ+ Bullying, Harassment & Support		Score	Index	Notes
6	Resources on LGBTQ+ Inclusive and Negative Language	4	6	No evidence of negative language
7	LGBTQ+-related Grievance Officers	2	4	No evidence that the contacts complete LGBTQ+ training
8	Behavioural Examples of What Constitutes Bullying / Harassment	4	4	
		10	14	
Inclusion of Trans and Gender Diverse Employees		Score	Index	Notes
9	Gender Affirmation Policy and Process Documentation	4	4	
10	Dress Codes	3	4	No mention of point of contact
11	Non-Binary Gender Options for Employees	4	4	
		11	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	No evidence of advisory service
		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	3	3	
19	Confidential Contacts	3	3	
20	Internal LGBTQ+ Social Media Stream	2	2	
		15	15	
Training, Awareness & Professional Development		Score	Index	Notes
21	LGBTQ+ Training Availability	8	8	
		8	8	
Total AWEI Foundation Submission Score		72	80	

GENERAL SUBMISSION COMMENTS

Really great first submission! Well done!