

PRIDE IN DIVERSITY'S
AUSTRALIAN WORKPLACE EQUALITY INDEX

Foundation S**UBMISSION**

APPLICATION FOR BRONZE TIER STATUS (2023- 2026)



AUSTRALIAN WORKPLACE EQUALITY INDEX

AN IMPORTANT NOTE

Welcome to the fifth iteration of the AUSTRALIAN WORKPLACE EQUALITY INDEX...

The **Australian Workplace Equality Index (AWEI)** follows a 3-yearly cycle of local index review and international benchmarking. Upon review, new criteria are set with the intention of advancing LGBTQ workplace inclusion practice within Australia and aligning it with any new work being done internationally to ensure that Australian organisations continue to meet global standards of best practice. Within each new iteration, there is an expectation that entry points into the respective tiers will change, and overall scores decrease. This is a pattern we see with the release of every new iteration. It is important that the expectations of submitting organisations take this into account when aiming for a particular tier within a new iteration. It is important to note that the journey to maintain leading practice is not a 6-month journey; it's a 3-year journey.

It is also important to note that for the fifth iteration, the methodology of determining recognition for **Bronze, Silver and Gold** tier entry levels has changed. Entry points to each of these tiers in previous iterations have been determined by ranking the scores of all participating organisations and calculating the top consecutive percentages. This meant that, as practices improved or shifted, the entry points would change from year to year.

Starting with the 5th iteration of the AWEI, we will be introducing fixed entry points for each of the tiers making it easier to estimate, realistically, where your tier recognition may fall.

To achieve **Bronze Tier Status** within the **AWEI Foundation Submission**, participating organisations must obtain 80% of allocated points. For Standard Employers (501 or more employees), this is 64 points out of 80 points.

We wish you all the best with your submission.

SUBMISSION DETAILS

The AWEI Foundation Submission is for Bronze Tier Status 2023 – 2026.

SUBMITTING YOUR INDEX:

Soft copies are to be sent via large file transfer systems to: awei@acon.org.au

- Note: Pride in Diversity will not accept attachments sent via email.
- We will contact you should we have any difficulty accessing or downloading your files.

Hard copies and USBs are also acceptable and can be sent to: *Pride in Diversity, 414 Elizabeth Street, Surry Hills NSW 2010*

Starting from this new iteration, *Pride in Diversity member organisations can now submit for Bronze at any time.*

Non-member organisations may submit within any AWEI submission period (January – February, annually). Should non-members require fast track marking, this is available on a fee-for-service basis. [Please contact our office for more details.](#)

IMPORTANT: *Pride in Diversity will not accept submissions that do not use this document in its original format.*

- Portions of this document have been locked for security purposes.
- Any AWEI submissions made on altered documents, or in any other format will not be marked.

Please select: Click or tap here to enter text. *We accept these terms and conditions; and understand that changing this document or submitting in another format will result in our submission not being assessed.*

PROVIDING EVIDENCE

Please read each question carefully and provide only the evidence requested.

- If evidence is contained within a broader document or policy, please extract only the detail requested.
- If inadequate or incomplete evidence is provided for any question, full points will not be obtained.

Regarding tick boxes, text responses and files:

- Please ensure you select the appropriate the tick-box when tick-boxes are presented within the question.
- Pride in Diversity will not assess responses if tick boxes have not been selected (these are critical to how your responses will be assessed).
- Pride in Diversity will not be responsible for non-assessment of questions where there is conflict between evidence provided and tick-box selected.
- Where evidence is by way of written responses, please use the text box provided. These will auto-expand to accommodate your written responses.
- Where evidence is contained within a file, it is essential that you note the filename that applies to that question within the Evidence column. Your filename should also indicate the question number, e.g. 'Q7 File Name.' No responsibility will be taken for missing evidence where incorrect filenames have been recorded, or when filenames have not been identified within the Evidence column.

ABOUT THE FOUNDATION SUBMISSION – WORKING TOWARDS BRONZE RECOGNITION

The Foundation Submission focuses on the following areas:

- **HR Policy and Diversity Practice** – this is to ensure that all policies are clearly inclusive of LGBTQ people
- **LGBTQ Bullying, Harassment & Support** – to assist in reducing heightened levels of targeted bullying & harassment that LGBTQ people face
- **Inclusion of Trans & Gender Diverse Employees** – an area that typically does not have the same level of awareness and/or support but one that is becoming critical for employers as more people openly identify with a diverse gender at work
- **Strategic Focus & Accountability** – to show that you have targeted initiatives or plans in place to support LGBTQ inclusion on an ongoing basis
- **LGBTQ Employee Networks; and LGBTQ Training, Awareness and Professional Development** – two areas that contribute significantly to an LGBTQ inclusive culture

REGARDING INTERNATIONAL POLICIES AND WORK

It is important to realise that the AWEI measures policy and practice here within Australia. Globally, policies, law and terminology can differ. International activity will not have the same impact on inclusion locally that local activity will have. It is therefore important to understand the following:

International Policies – need to have relevance within Australia

Where international policies are given as evidence for the Australian Index; it is important to note that laws, terminology, protected attributes under discrimination acts and entitlements can differ and impact an employee's perception of what may or may not be applicable locally. As such, no points will be given for simply referencing an international policy (unless written here in Australia in which case you would need to clearly state this) unless there are accompanying statements or addendums that relate specifically to the Australian context, differences in language, benefits and/or law (where applicable). These addendums can form part of the policy or be articulated on the intranet page where policies can be found. Typical areas impacted would include family leave benefits, staff entitlements, discrimination statements, protected attributes under discrimination law and health or leave benefits for those affirming their gender.

Work completed internationally – but not here

You will not be able to gain points for any work completed in international offices UNLESS your local team has been involved in the development of that work. You can gain points in the additional work section of the index for any LGBTQ inclusion work that you have contributed to overseas. Exceptions will be made for any work completed overseas that you have actively shown, utilised, promoted internally in Australia to promote your organisation's global inclusion efforts PROVIDING that this has been built into an event, a learning activity, a discussion point within a training, etc. Simply referencing overseas work without any localisation or activity around that work here in Australia will not attract points.

HR POLICIES & DIVERSITY PRACTICE

1. Updated Terminology		2 points
We confirm that we have updated our language and terminology across relevant policy documentation, intranet pages and external web pages. <i>Please select all that apply:</i> ☒ all instances of the words 'sexual preference' or 'lifestyle choice' have now been changed to 'sexual orientation' or 'diverse sexuality' ☒ all instances of the words 'gender transition' or 'transition' have now been changed to 'gender affirmation' or 'affirmation'	1 point if all instances of the words 'sexual preference' or 'lifestyle choice' have now been changed to 'sexual orientation' or 'diverse sexuality' 1 point if all instances of the words 'gender transition' or 'transition' have now been changed to 'gender affirmation' or 'affirmation'	
Why this question? While much work has been done on the inclusion of LGBTQ employees within policies, there is still a significant legacy of websites, intranet pages and diversity references that use what can be considered outdated or negative language. This can send a message that the organisation is not up to date with correct terminology. Further, it can generate negative reactions within the very demographic we are seeking to be inclusive of. Providing Evidence: Select all tick boxes that reflect the work you have completed. Your honesty and transparency is appreciated.		
<i>No evidence required.</i> Please note random audits may take place for questions for which we do not require evidence.		

2. LGBTQ Inclusivity within Policies and Benefits	2 points
On our policy intranet pages or upfront within our policy documentation, we have made it explicitly clear that all policies are inclusive of LGBTQ employees and their families (where families are included within policies/benefits). <i>Please provide the statement that makes it explicitly clear that all policies are inclusive of LGBTQ employees and their families.</i>	2 points if the statement provided is explicitly inclusive There are no partial points for this question.
Why this question? We know that people can read themselves out of policies. In previous indices, we asked for evidence of inclusivity statements within every policy. Australian law changes now make it illegal to discriminate against LGBTQ employees (albeit currently some religious exemptions). However, the need to clearly articulate the LGBTQ inclusivity of your policies here in Australia is still necessary for the following reasons: • Employees may be unsure of how religious freedoms interact with discrimination law in workplace settings • Not all employees will be up to speed with discrimination law when it comes to family benefits and workplace policies and therefore may not know if all policies apply • Some policies are written internationally and implemented globally where laws are different, so a localisation of benefits or clarification of these will be necessary for your Australian employees Note re: evolution of language: Stating that your policies are inclusive of same-sex families can appear to be limiting your inclusivity to sexual orientation and does not overtly cover all groups within LGBTQ communities (e.g., trans and gender diverse people). Stating that your family leave policies are inclusive of LGBTQ family units, would remove any ambiguity. Providing Evidence: The entire policy does not need to be provided, only the explicitly clear statement that all policies are inclusive of LGBTQ employees and their families (where families are included within policies/benefits).	
Answer: The ABC has made a clear stance on this and updated intranet with the below statement and updated policies included the Employee Enterprise Agreement which forms a core part of employees contract. Also included in evidence folder as named: Q2 LGBTQ Inclusivity within Policies and Benefits	

<https://intranet.abc.net.au/know-the-abc/all-policies>

Our Strategy: The ABC Five-Year Plan

Staff elected director

Diversity & Inclusion

The ABC has an ongoing commitment to LGBTQIA+ diversity and strives to be a leading media organisation for LGBTQIA+ inclusion. ABC policies are applicable to and inclusive of all ABC employees regardless of gender identity, sexual orientation or relationship status. If you have any questions regarding ABC policies and/or the inclusiveness of a policy relevant to your family situation, please contact the Indigenous, Diversity & Inclusion team.

Popular Policies, Procedures, and Guidelines

- Editorial Policies
- [Code of Conduct](#)
- ABC Privacy Policy
- Anti-Discrimination, Anti-Bullying and Anti-Harassment Policy
- Conflict of Interest Policy
- Information Security Policy
- Personal Use of Social Media Guidelines

Speak with your manager about which policies are relevant to you and the work you perform. It is important that you are familiar with and adhere to all ABC Policies, which can be found below.

3. New Parent Leave Inclusive of LGBTQ Families

3 points

We clearly communicate that our New Parent Leave (or equivalent) is inclusive for employees who bring children into their family via arrangements such as surrogacy, adoption and foster/guardianship. <i>Please provide a copy of the exact wording of your policy regarding these areas.</i>	1 point if surrogacy is included 1 point if adoption is included 1 point if foster/guardianship is included
Why this question? There are many ways that children come into LGBTQ families; for some this may be limited to surrogacy, adoption or foster/guardianship arrangements. In each of these scenarios, there will be leave required during the initial stages of caring for a new member of the family. This question helps to build awareness of different family dynamics and seeks to proactively include LGBTQ families and some of the less traditional ways in which their children may be brought into the family unit. Providing Evidence: Please provide clear, unambiguous evidence for any of the parental leave options you have: • Surrogacy leave available • Adoption leave available • Foster/guardianship leave available	
Answer: ABC has updated their Enterprise Agreement and our Leave policy to explicitly state support of surrogacy, adoption and foster leave. See page 14 of attached evidence in File 1.	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q3 File name Final Leave Guideline Jan 2023 003 see Clause 4 <i>File 2:</i> Click or tap here to enter text. <i>File 3:</i> Click or tap here to enter text.

4. Parental Leave

4.1 WHO IS COVERED BY THIS SECTION OF THE GUIDELINES?

This section applies to all employees except Actors Agreement employees, regardless of gender, relationship status or sexual orientation.

4.2 WHAT IS PARENTAL LEAVE?

Employees who become parents, including via adoption or surrogacy, or foster care for at least 12 months, may be entitled to parental leave.

Parental leave is for the purpose of providing care for a newly born or adopted child.

Parental leave entitlements are drawn from a variety of sources including:

- the National Employment Standards (NES) in the *Fair Work Act 2009* (Cth);
- the *Maternity Leave (Commonwealth Employees) Act 1973* (Cth) (MLCE Act);
- an applicable enterprise agreement; and
- this section of the Leave Guidelines.

4.3 TYPES OF PARENTAL LEAVE

Employees may be entitled to one or more of 6 types of parental leave, subject to eligibility:

- unpaid parental leave;
- paid maternity leave;
- paid Adoption, Foster care or Surrogacy leave;
- paid Supporting Partner Leave;
- paid No Safe Job leave;
- unpaid special maternity leave.

Further information about each of these forms of leave is detailed below.

In addition, employees may be granted other forms of leave in appropriate circumstances. For instance, you may apply for Discretionary Leave or Special Leave for ante-natal care (see section 6 'Miscellaneous Paid Leave'). Any leave request needs to be discussed with your manager as soon as possible. A manager will not unreasonably refuse a request for time off for ante-natal care. However, Discretionary Leave or Special Leave cannot be taken at the same time as any other paid leave.

4. International Travel Advice for Employees

3 points

We have international travel advice available to our LGBTQ employees or employees with LGBTQ dependents should they be required to travel for work (e.g., cultural context, safety, LGBTQ matters in other jurisdictions). <i>Please provide a copy of travel advice available.</i>	3 points for international travel advice available to our LGBTQ employees Note: Points will not be allocated for a brief mention of LGBTQ inclusivity without any meaningful information that would inform an employee as to their safety or acceptance within a given location.
Why this question? Given the number of organisations that may require international travel for work or work-related purposes (e.g., international conferences) it is essential to provide travel advice for LGBTQ employees when travelling overseas; particularly within the Asia Pacific Region or other countries where laws are hostile towards those of diverse sexualities and/or genders. LGBTQ employees can put themselves at risk if being requested to attend conferences, visit, or work in certain countries. It is considered good practice for HR or relocation teams to have this information on hand and available to all employees. Providing Evidence: To gain points for this question, you will need to provide a copy of any LGBTQ-related travel advice that you currently have. This information may be developed internally or provided by an external resource but must be available to all employees.	
Answer: ABC intranet – Manage your Travel This link provides extensive information recognising travel for LGBTQI+ employees to some destinations can come with a higher risk. The information provided aims to provide employees with facts and support them with steps to reduce these risks. The below screens shots have been provided as word format evidence just in case the below is difficult to review/ read. ABC Intranet - Manage your travel where you find the Advice for LGBTI+ travellers link which takes the employee to the Smart Traveller. It was decided to use this site as a trusted source that is regularly updated; Advice for LGBTI travellers Smarttraveller	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q4 Travel Internationally - safety for LGBTI+ travellers <i>File 2:</i> Click or tap here to enter text.

<https://intranet.abc.net.au/everyday-tasks/manage-my-travel>

How to:

- View the [International Travel Allowance Rates](#)
- Use the [estimated travel allowance calculator](#)

Three days prior, the Overseas Travel Officer (traveloverseas@abc.net.au) will calculate your International Travel Allowance (to be paid to your bank account) as well as any other other cash requests.

Get Help

Self Help

- Read the [Travel FAQs](#)
- Read the ABC's [Travel Policy](#)
- [Advice for LGBTI+ travellers](#)

Travel Support

BCD Contact during business hours:

For changes or cancellations to your existing flight reservation or for making a new reservation using a consultant, please contact your BCD Travel Office:

Extract of the information provide when selecting this link - I appreciate if you zoom in the image may be blurry, please feel free to click on this link; [Advice for LGBTI travellers | Smartraveller](#)

<https://www.smartraveller.gov.au/before-you-go/who-you-are/LGBTI>

Before you go ▾ Destinations ▾ While you're away ▾ Our services Urgent help

Home > Before you go > Who you are: Advice for different types of travellers > Advice for LGBTI travellers

The basics >

Who you are ▾

Academics

Children

Colour, race, ethnicity, or religion

Dual nationals

Journalists

Advice for LGBTI travellers

Last Updated: Friday, 19/05/2023



TOP

5. LGBTQ Inclusive Domestic & Family Violence Policy		4 points
Our Domestic and Family Violence Policy or resources clearly: a) acknowledges and identifies unique challenges faced by LGBTQ people in domestic and family violence situations; AND b) identifies specialist LGBTQ avenues of support to assist HR Managers and employees impacted by LGBTQ domestic and family violence <i>For full points, please provide evidence for BOTH a) and b).</i>		2 points if (a) the DFV Policy acknowledges and identifies unique challenges faced by LGBTQ people in domestic and family violence situations 2 points if (b) the DFV Policy or relevant intranet pages identifies specialist LGBTQ avenues of support to assist HR Managers and employees dealing with LGBTQ domestic and family violence
Why this question? Domestic and Family Violence (DFV) is a significant problem within Australia, and laws are now being introduced for DFV to be addressed within workplace policy and practice. Many people assume DFV only happens in non-LGBTQ relationships, and a significant number of DFV policies make only a passing reference to the inclusion of LGBTQ people but do not mention the unique challenges faced by LGBTQ people in these situations. The fact that support avenues for LGBTQ are incredibly limited is also significant. This part of the index seeks to close that gap. Providing Evidence: To obtain points for this question, you will need to provide evidence for both (a) and (b) above. This information can either be referenced FULLY within your policy or it can be externally referenced on the page that holds your DFV policy documentation. Linking to other LGBTQ related DFV resources alongside your policy documentation will also be accepted.		
Answer: ABC have carved out a specific Sharepoint site offering support for LGBTQIA+ community members including DFV. The ABC offers paid leave for employees affected by family or intimate partner violence. This is detailed in the screen shots provided below. The below screens shots have been provided as word format evidence just in case the below is difficult to review/ read. Using the coloured line below to highlight the; a/ acknowledging and identifying the different unique challenges faced by LGBTQIA+ people in DFV situations and		<i>File name/s as evidence for this question:</i> <i>File 1:</i> 47G(1) [REDACTED] 47G(1) [REDACTED] <i>File 2:</i> Click or tap here to enter text.

b/ providing specialist avenues of support to assist HR and employees impacted by LGBTQIA+ DFV.

Domestic and Family Violence

The ABC recognises that LGBTQIA+ individuals may experience specific and unique types of family and intimate partner violence and understand there is a limitation of support avenues available. Therefore ABC policies and resources have been outlined here to support LGBTQIA+ people and their families.

- [Employee Assistance Program \(EAP\)](#)
- People & Culture trained Allies (see above)
- [LGBTQIA+ Domestic & Family Violence Publication for a comprehensive coverage of these challenges and avenues for support](#)
- External services for LGBTQIA+ individuals; 1800 RESPECT (1800 737 732) or Australia Federal Police - Gay Lesbian Liaison Officers 131 444
- The ABC offers up to 10 days of leave per year for employees affected by family or intimate partner violence. All employees, other than Actors Agreement employees, are covered by the Miscellaneous Leave Guidelines, to the extent applicable and may be provided with up to ten days' paid leave per calendar year and does not accrue. Casual employees who access family and domestic violence leave will be paid as if the casual employee had worked the hours in the period for which they were rostered. If a casual employee accesses leave for hours when they were not rostered to work, the ABC is not required to pay the casual employee in relation to such period.

Domestic and family violence is not just physical but can take many forms including;

- Sexualised
- Emotional or psychological
- Social
- Economic abuse; for example denying a person reasonable financial autonomy or accruing debt in the victims name
- Verbal
- Stalking and harassment
- Technology facilitated abuse

Abuse in LGBTQIA+ relationships has the same elements as all abusive relationships but there are some unique differences for LGBTQIA+ people including but not limited to;

- Using someone's intersex status, sexuality, gender, gender expression, transgender or HIV status against them.
- Threatening to 'out' someone to their family, friends, community or workplace. Outing can include someone's gender, sexuality, intersex status or HIV status.
- Controlling someone's medications, access to gender affirmation related healthcare, or pressuring them to conform to sex or gender "norms".

ABC has therefore created specific resources that are available to support LGBTQIA+ employees impacted as detailed above.

Extract below of internal referral options available for employees too.

47E(c)



LGBTQ BULLYING, HARASSMENT & SUPPORT

6. Resources on LGBTQ Inclusive and Negative Language		6 points
We actively promote the availability of resource/s to all staff that provide clear guidelines on what is both inclusive language and negatively perceived language regarding LGBTQ populations. <i>Please provide:</i> <i>a) a copy of the resource provided to staff; and</i> <i>b) details of how staff learn about the existence of this resource</i>	2 points if the resource provides clear guidelines on inclusive language 2 points if the resource provides clear guidelines on negative language 2 points for a means by which staff can easily learn about the existence this resource	
Why this question? Language in this area can be quite complex and public commentary, articles, ads, brochures, blogs, etc. can inadvertently be negative to some, harmful, offensive, inappropriate and/or discriminatory. A targeted communications guide is designed to assist anyone within your organisation who might be referencing LGBTQ populations. It will enable them to understand which words are offensive or negatively perceived, while equipping them with inclusive alternatives. Providing Evidence: To obtain points for this question, you will need to provide evidence for both (a) and (b) above. Third party resources will suffice, providing they address the criteria.		
Answer: The ABC understands the importance of inclusive language across all diversity groups include the LGBT community. This is therefore approached in a number of avenues which includes; 47G(1)	<i>File name/s as evidence for this question:</i> 47G(1)	

47G(1)

STATUS-IN-ABC-CONTENT

File 3: Q6 LGBTQIA+ Awareness training

File 4: Q6 ABC Lunch and Learn - Inclusive Language

File 5: Q6 LGBT Bullying, Harassment and Support - Anti-Discrimination,-Anti-Bullying-and-Anti-Harassment Policy

3/ LGBTQIA+ Awareness training - mandatory for all new starters joining the ABC - this training is part of all employees onboarding. A key part of the online module is a focus on the important of respectful, accurate and relevant language and understanding different terms and using them correctly in the workplace. Evidenced by file 3. Q6 LGBTQIA+ Awareness Training

4/ ABC's Indigenous, Diversity & Inclusion team also run Lunch and Learn sessions throughout the year raising awareness and education around the importance of inclusive language during these sessions other resources are promoted such as the LGBTQIA+ Awareness training, the Diversity Council of Australia Words at Work programs both of which focus directly on LGBTQIA+ and our other resources as evidenced by the Q4: Q6 ABC Lunch and Learn - Inclusive Language

5/ Further support in the form of an Anti-Discrimination, Anti-Bullying and Anti-Harassment Policy that outlines behaviours that would affect the LGBTQIA+ Community. This includes threatening to out someone or expose their intersex status or trans or gender diverse identity.

47G(1)

The following types of behaviour, whether intentional or unintentional, may be workplace bullying if they are repeated, unreasonable and create a risk to health and safety: • abusive, insulting or offensive language or comments; • aggressive and intimidating conduct; • belittling or humiliating comments; • victimisation; • practical jokes or initiation; • unjustified criticism or complaints; • threatening to expose an individual's sexuality, intersex status, or trans or gender diverse identity; • withholding information that is vital for effective work performance; • intentionally setting unreasonable timelines or constantly changing deadlines; • intentionally setting tasks that are unreasonably below or beyond a person's skill level; • denying access to information, supervision, consultation or resources to the detriment of the Worker; • spreading misinformation or malicious rumours;	
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7. LGBTQ-related Grievance Officers		4 points
Our organisation has a trained grievance officer (or someone equivalent, trained in addressing and/or processing organisational grievances) who is: a) clearly communicated as a contact for LGBTQ-related grievances; AND who is b) clearly identified as someone who has been trained in LGBTQ inclusion and awareness <i>For full points, please provide evidence for BOTH a) and b).</i>	2 points if (a) the grievance officer is clearly communicated as a contact for LGBTQ-related grievances 2 points if (b) the grievance officer is clearly identified as someone who has been trained in LGBTQ inclusion and awareness	

	Note: Points will not be allocated for generic statements that all Grievance Officers are trained/inclusive.
Why this question? This question does NOT refer to LGBTQ Network leads (unless they are also HR people with grievance process responsibilities). This question refers to the people or person that formal bullying/harassment complaints are referred to. In previous training of organisational grievance officers (or equivalent), we have come across people who have requested to withdraw from LGBTQ awareness as it conflicts with their personal values or beliefs. In one instance, a grievance officer asked not to be made available for LGBTQ people stating a conflict of interest. Too many LGBTQ people have experienced a lack of understanding in terms of the challenges LGBTQ employees face. This may be a deliberate or unconscious dismissal of LGBTQ-related harassment (“just having a bit of fun,” “just don’t be out at work,” “don’t talk about your personal life at work”). Having an authorised grievance officer (or equivalent) who is fully trained in LGBTQ inclusion and an ally, may be the difference between someone reporting harmful behaviour or not. Broad sweeping statements such as “all of our counsellors or HR people are inclusive” does not portray the same level of confidence. Providing Evidence: There are two parts to this question. • The first is that you must have at least one grievance officer that is identified as a contact for LGBTQ related grievances. • The second is that this person must be trained. This must be articulated on relevant contact pages or within grievance documentation.	
Answer: The ABC provides clear communication via the ABC Pride intranet – Wellbeing Hub where employees can see that there is First Responders to help but also Trained People & Culture allies which extends to our Diversity Case Advocates Network . See evidence File 1: 47G(1)	<i>File name/s as evidence for this question:</i> <i>File 1:</i> 47G(1) <i>File 2:</i> Click or tap here to enter text.

8. Behavioural Examples of What Constitutes Bullying/Harassment	4 points
Our organisation has documentation that is easily located within our bullying and harassment policy/guidelines that provide clear behavioural examples of what constitutes LGBTQ-related bullying/harassment. <i>For full points, please provide behavioural examples given within your bullying/harassment documentation that identifies:</i> <i>a) behaviour that constitutes bullying/harassment regarding employees of diverse sexual orientation; and</i> <i>b) behaviour that constitutes bullying/harassment regarding employees of diverse gender</i>	2 points for (a) clear behavioural examples that constitutes bullying/harassment regarding employees of diverse sexual orientation 2 points for (b) clear behavioural examples that constitutes bullying/harassment regarding employees of diverse gender
Why this question? Having very specific behavioural examples of what constitutes bullying/harassment of LGBTQ people: • allows employers to utilise this to show how such behaviour contravenes your code of conduct • allows managers to point to such behaviour when counter claims such as “it was only meant as a joke” or “that was just a bit of fun” are given • gives LGBTQ employees and their allies ‘permission’ to call out that behaviour This is particularly relevant regarding the constant innuendo, jokes, unwelcome commentary that LGBTQ people frequently face, and have clearly identified as a cause of workplace stress and harassment within the AWEI Employee Surveys. Providing Evidence: Specific examples might include, but are not limited to: • Constant innuendo or suggestive language pertaining to orientation or gender identity • Unwarranted personal questions regarding one’s personal life, orientation, or gender identity, regardless of whether this is meant to ridicule or intimidate • Sexual innuendo, specifically targeting orientation or gender identity • Targeted stereotyping • Unwelcome assumptions or commentary on one’s perceived orientation or gender identity • Displaying inappropriate materials designed to humiliate or intimidate colleagues based on orientation or gender identity	

If your ability to detail examples for multiple diverse demographics is limited, consider using a consolidation statement such as “ongoing jokes, innuendo or commentary regarding one’s sexual orientation or gender identity.”

Answer: Please see evidence

File name/s as evidence for this question:

47G(1)

File 2: Click or tap here to enter text.

INCLUSION OF TRANS AND GENDER DIVERSE EMPLOYEES

9. Gender Affirmation Policy and Process Documentation

4 points

We have a documented gender affirmation policy/process to support: a) employee(s) wishing to affirm their gender in the workplace b) manager(s) and/or HR contact(s) supporting those who wish to affirm their gender c) peers/colleagues of those who wish to affirm their gender <i>For full points, please provide evidence for each of the areas above.</i>	2 points for a documented gender affirmation policy/process to (a) support the employee(s) wishing to affirm their gender in the workplace 1 additional point for (b) documentation or processes to support manager(s) and/or HR contact(s) supporting those who wish to affirm their gender 1 point for (c) documentation or processes to support peers/colleagues of those who wish to affirm their gender Note: You will not lose points for referring to a 'Transitioning Policy,' however we do ask that you endeavour to change wording to 'Gender Affirmation Policy' going forward, to reflect best practice.
Why this question? We are currently seeing an unprecedented number of people affirm their gender in the workplace. Having a clearly articulated policy and process to support the employee, their manager and team during this time is critical. Providing Evidence: To gain full points for this question, you will need to provide evidence for (a), (b) and (c).	
Answer: Evidenced items A, B and C are available in the evidenced file Q9 ; 47G(1) [REDACTED] 47G(1) [REDACTED]. Included within this guide is specific policy and process information, along with an outline of the support available both internal and externally. Evidence below extends to documentation specifically for 47G(1) [REDACTED] 47G(1) [REDACTED] employees, managers and peers and colleagues.	<i>File name/s as evidence for this question:</i> File 1: 47G(1) [REDACTED] 47G(1) [REDACTED] File 2: Click or tap here to enter text.

This information is readily accessibility on the ABC Pride intranet page and an extract has been provided at the top as evidence of this.

Also provided is a high level reference on the ABC Pride site guide employees to additional supports

Gender Affirmation

ABC and ABC PRIDE are committed to supporting individuals through their gender affirmation, and paid leave is available as outlined in the new [Enterprise Agreement](#) and [Leave Guidelines](#). We understand that every experience is different, and we will work closely with you to ensure the workplace is safe, supportive and informed. We will develop a personalised action plan with flexibility that allows your individual needs to guide the process.

Our team is committed to a safe work environment and know that trust, privacy and confidentiality is essential for employees who are affirming their gender or considering their decision. We will ensure that information is only disclosed to those who need to know, inform you as to why they need to know, and maintain transparency through the entire process.

[View/Download the ABC Gender Affirmation Process and Support Guide](#)

If you are looking for external resources, in addition or in lieu of internal support, we can recommend the following:

- [The Gender Centre](#) - services for the Transgender and Gender Diverse community
- Sydney [Transgender and Diversity Counselling](#)

Clothing Guidance - for all employees including trans, gender diverse and non-binary

All employees are supported to dress in a manner that best reflects their gender identify. Given that, for many individuals, clothing choices form an expression to affirm their gender and feel more comfortable within themselves, the ABC encourages all employees including trans, gender diverse and non-binary employees to dress for your work day in a manner that is aligned to your gender identity with your health and safety requirements in mind.

If you have any questions about this guideline or requires further support please feel free to contact any members of the ABC Pride team or P&C contacts list outlined at the top this page.

10. Dress Codes

4 points

Our employees can easily locate an explicit statement that supports trans and gender diverse people dressing according to their affirmed gender at work, alongside a contact point for employees who have specific questions regarding this. Note: For full points, this statement must be outside of gender affirmation documentation. <i>Please provide:</i> <i>a) evidence of an explicit statement supporting trans and gender diverse employees to dress according to their gender at work, located outside of gender affirmation documentation; and</i> <i>b) an easily locatable contact point should employees have any questions specific to this</i>	1 point for (a) if the statement is only located within gender affirmation policy documentation and is explicitly supporting trans and gender diverse employees 1 additional point for (b) an easily locatable contact point OR 3 points for (a) if the statement is accessible by all employees, outside of gender affirmation documentation, and is explicitly supporting trans and gender diverse employees 1 additional point for (b) an easily locatable contact point Note: Points will be based on the inclusivity of the statement and how easily it can be located by all employees, not just those wishing to affirm their gender at work.
Why this question? Gendered language within dress code documentation or “dress for the day” style communications can be fraught with problems for those affirming their gender, those who are trans, gender diverse, or non-binary, and those whose gender expressions don’t conform to societal ‘norms.’ The 2021 AWEI Employee Survey showed that 44% of all trans and gender diverse employees found dress codes to be one of the top 3 barriers in employment. It is important even for those organisations without formal dress codes, that there be an overt statement to support employees dressing according to their affirmed gender.	

Providing Evidence: To obtain points for this question, you will need to provide evidence of both (a) and (b).

If you do have uniforms, and these are supplied by an external supplier; a short paragraph on the intranet page where the uniform link is embedded can outline your support for trans and gender diverse employees. This needs to include the contact details of someone they can call should they have any questions.

Answer: Extract from the ABC Pride site;

Clothing Guidance - for all employees including trans, gender diverse and non-binary

All employees are supported to dress in a manner that best reflects their gender identify. Given that, for many individuals, clothing choices form an expression to affirm their gender and feel more comfortable within themselves, the ABC encourages all employees including trans, gender diverse and non-binary employees to dress for your work day in a manner that is aligned to your gender identity with your health and safety requirements in mind.

If you have any questions about this guideline or requires further support please feel free to contact any members of the ABC Pride team or P&C contacts list outlined at the top this page which include 47F and can be contacted via email or Teams.

11. Non-Binary Gender Options for Employees		4 points
We currently include non-binary options when collecting employee gender information within internal forms and/or IT systems. <i>For full points, please provide one example of gender inclusive options used on forms and/or within IT systems.</i>	Full points may be obtained in either option: OPTION 1: Re: Non-Binary Gender Options: • 2 points for the inclusion of options other than male/female on forms • Additional 2 points where gender information collected is inclusive of non-binary people and free of any language that may be negatively perceived OPTION 2: Removal of gendered information:	

	• 4 points if you have removed gendered information on the majority of forms and can provide an example of this Note: Intersex relates to sex characteristics, not gender. Terms such as 'Indeterminate,' 'Undisclosed,' 'Unspecified' are commonly used for intersex characteristics and non-binary gender options. As this question speaks to gender, these terms will not obtain points.
Why this question? This advanced question is on par with international practice and refers to how we collect information about the sex or gender of our employees on internal forms/documentation or systems. Where your organisation collects gender information from employees, non-binary options should be included for trans and gender diverse employees. Typical FORMS would include but are not limited to those associated with: • employment applications • policy forms • travel, accommodation, petrol expenses • catering and meal allowances • misc. internal forms Typical IT SYSTEMS might include but are not limited to those associated with: • HR processes and payroll • internal employee profiles Providing Evidence: • <u>If you do collect</u> gender options or gendered information within forms or IT systems, provide one example • <u>If you do not collect or have removed</u> gender options or gendered information on your forms, please provide one example where this would have previously been captured as proof that you do not and/or no longer collect such information. Note: We are not asking for a full audit of where you may collect gendered information across your forms and/or IT systems.	

Answer: See evidence File 1; Q11 – Non-Binary Gender Options for Employees	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Q11 – Non-Binary Gender Options for Employees <i>File 2:</i> Click or tap here to enter text.
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STRATEGIC FOCUS & ACCOUNTABILITY

12. External LGBTQ Expertise	3 points
We have access to external LGBTQ inclusion support/expertise that we have called upon throughout the assessed year. <i>Please select:</i> ☒ <i>We are Pride in Diversity members</i> ☐ <i>We are not Pride in Diversity members but have accessed:</i> Click or tap here to enter text.	3 points for Pride in Diversity members OR 2 points for non-Pride in Diversity members who have accessed this support throughout the year Note: An additional point is given for Pride in Diversity members, as we will be able to ascertain the degree of engagement.
Why this question? While internal resources and subject matter expertise groups are valuable; they are sometimes limited by the scope and extent of work within the current organisation or previous roles.	

This question looks at the utilisation of LGBTQ inclusion expertise/support across the year outside of your employee base.

Providing Evidence: If you were a Pride in Diversity member within the assessed year, please just select this option. No further evidence required.

For non-members, please provide evidence of one instance of utilising external LGBTQ inclusion Support/Expertise throughout the assessed year.

No evidence required.

Please note random audits may take place for questions for which we do not require evidence.

13. LGBTQ Inclusion Strategy		4 points
We have an organisational strategy or Diversity & Inclusion (D&I) action plan to progress LGBTQ inclusion within this organisation. <i>Please provide a copy of the LGBTQ component of this strategy.</i>		4 points if there is an LGBTQ component of this strategy or an action plan There are no partial points to this question.
Why this question? An LGBTQ inclusion strategy or action plan ensures that there are endorsed accountabilities in this area of inclusion and allows employees and executives to track progress.		
Providing Evidence: Please provide the component of your strategy or D&I action plan that specifically relates to progressing LGBTQ inclusion.		
Answer: ABC Diversity, Inclusion and Belonging Plan 2023-2026		

Please see page 7 for an overview extract:

At the ABC, we believe that a wide range of voices makes us a stronger public broadcaster.

The Diversity, Inclusion and Belonging (DIB) Plan is operational from 1 July 2023 until 30 June 2026.

It puts diversity, inclusion and belonging at the heart of everything we do.

We are all different by virtue of our experiences and backgrounds. Our differences are derived from characteristics such as our ethnic and cultural identity, gender presentation and expression, visible and invisible disability, sexual orientation, age, socio-economic background, and geographic location. For each of us, identity is rooted in the unique intersection of these characteristics.

An individual is not in themselves 'diverse'. When the ABC refers to diversity, we are describing a workforce drawn from all corners of the community, where different histories, beliefs, talents and perspectives not only reflect the wider world but inspire creativity and changes for the better.

Diversity cannot thrive without an inclusive culture. The ABC is working to create a culture that values the experiences and knowledge of all employees, and a respectful environment where everyone can be their authentic self.

Inclusion is the first step in creating a culture of belonging. At the ABC, belonging is about feeling connected to a supportive community.

The Diversity, Inclusion and Belonging Plan aligns with broader ABC strategies, including the ABC's 5-Year Plan 2023 - 2028, Reconciliation Action Plan 2023 - 2026 and key content and divisional plans. It supports the ABC's Charter which requires the ABC to "contribute to a sense of national identity" and "reflect the cultural diversity of the Australian community".

The ABC Diversity, Inclusion and Belonging Plan 2023-26 meets the requirements of the Equal Employment Opportunity (Commonwealth Authorities) Act 1987 (EEO Act)¹ and other anti-discrimination² legislation.

¹ The EEO Act requires the ABC to promote equal opportunity in employment for women, Aboriginal and Torres Strait Islander people, people from a non-English speaking background and people with disability.

² This includes the Racial Discrimination Act 1975, the Sex Discrimination Act 1984, the Australian Human Rights Commission Act 1986, the Disability Discrimination Act 1992, the Age Discrimination Act 2004 and the Fair Work Act 2009.

Diversity
CANNOT
thrive without
AN inclusive
culture

7

14. External LGBTQ Workplace Inclusion Promotion

3 points

We have detailed information on our Australian LGBTQ inclusion focus or work on our external facing website. <i>Please provide the URL of an external webpage that specifically promotes your LGBTQ inclusion work.</i> <i>Note: Points will not be given if we are unable to access this externally.</i>	3 points if the URL to the external webpage specifically promotes your Australian LGBTQ inclusion work There are no partial points for this question. Points will not be allocated if we are unable to access the information from the direct URL provided.
Why this question? When considering a role within an organisation, potential employees will often browse the employer’s website. For LGBTQ people there will often be a specific interest in your work on diversity and, what you do within the LGBTQ inclusion space. Information contained on your website may inform their decision to proceed with an application; or at the very least, influence what they can expect in terms of inclusivity. Having Australian-based content is important, to reassure a potential candidate that the culture here will be inclusive. Providing Evidence: You will need to provide the URL that takes us directly to the page that promotes any diversity and inclusion work, referencing LGBTQ inclusion. This promotion must be over and above a single statement or very brief mention of LGBTQ inclusion being a pillar of your diversity work. Points will not be allocated if we are unable to access the information from the direct URL provided.	
Answer: The public facing ABC Careers page is available here and highlights the ABC commitment to LGBTQIA+ diversity and inclusion at the ABC. ABC Careers	

15. HR/Diversity Professional Accountabilities		8 points
The following people within our organisation have documented accountabilities for LGBTQ inclusion: Please select all that apply: ☒ an HR/Diversity professional ☒ an Executive Sponsor ☒ a Network Leader/s ☒ an internally communicated LGBTQ Advisory service that provides subject expertise to the organisation Note: These accountabilities are over and above general diversity statements and must show at least one clearly articulated accountability in relation to the role or group. <i>Please provide at least one of the LGBTQ-related accountabilities for each of the items selected above.</i>	For roles with documented accountabilities for LGBTQ inclusion: 2 points for an HR/Diversity professional 2 points for an Executive Sponsor 2 points for a Network Leader 2 points for an internally communicated LGBTQ Advisory service (formal or informal) with a mandate to support the organisation	
Why this question? There are many instances when a focus on LGBTQ inclusion shifts with a change of staff. Formally building KPI's into roles that contribute to LGBTQ inclusion ensures a commitment to making the work accountable and in focus. Accountabilities may be documented within a job description, an objectives statement, or plan of work. Providing Evidence: HR/Diversity professionals AND Executive Sponsors with accountabilities ensure clarity and continuity of work in this area. The network leader needs accountabilities to inform the work of the network and to ensure that their work is recognised and aligned to organisational objectives and values.		

The advisory function may sit within Network Leadership teams or D&I counsels. However, the function of proactively provided advice back to the organisation must be clearly documented as a deliverable and not generically implied.

Note: This is not about a list of tasks to achieved, it is about the expectation and accountability within the role/group.

Answer: Evidence is attached

File name/s as evidence for this question:

File 1: 47G(1)

47G(1)

File 2: Click or tap here to enter text.

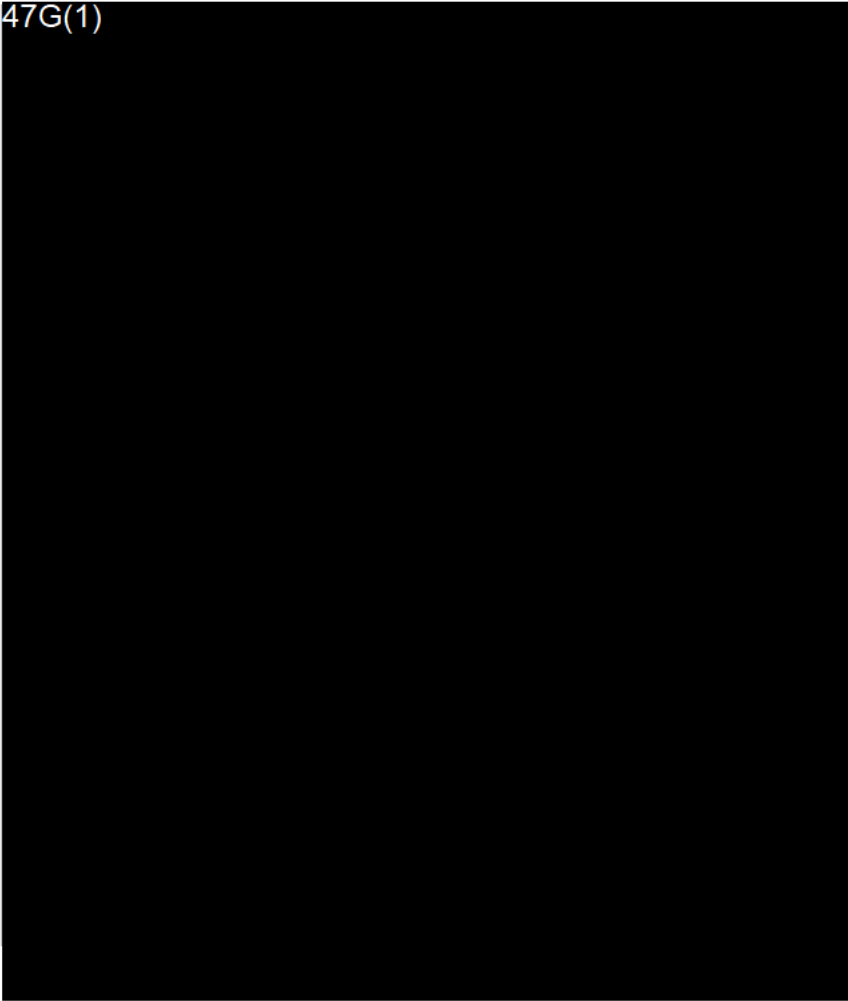
File 3: Click or tap here to enter text.

File 4: Click or tap here to enter text.

LGBTQ EMPLOYEE NETWORK

16. LGBTQ Employee Network		4 points
Our organisation has either: ☒ an established LGBTQ employee network with a clearly documented charter/purpose or remit; OR ☐ made progress towards the launch or establishment of an LGBTQ employee network <i>Please select one option above and provide evidence to support your response.</i>	4 points for an established LGBTQ employee network with a clearly documented charter/purpose or remit OR 2 points for those who are in the process of establishing a network and have documented evidence to support this	
Why this question? Not all employers have established LGBTQ Employee Networks or Resource Groups (names will vary). However, the value of these groups contribute significantly to a sense of inclusion, offering a safe space for LGBTQ people and allies to connect; and contribute to the work of the organisation in driving LGBTQ inclusion. Networks that contribute to the organisation not only gain credibility within the organisation but can also accomplish a significant amount of work over and above Diversity resources. Providing Evidence: If you have a network, please provide a copy of the network's articulated charter/purpose. If you are in the process of establishing a network, please provide an outline and evidence of any progress made within the assessed year.		
Answer: Attached is an extract of the ABC Pride governance document highlighting the charter/ prupose. This forms part of an extensive document that lists all the role and responsibilities and various other Governance elements to the network but have extracted the key pieces of information requested here.	<i>File name/s as evidence for this question:</i> File 1: 47G(1) [REDACTED] [REDACTED] File 2: Click or tap here to enter text.	

47G(1)



17. Orientation/On-boarding		3 points
Our network has a process to actively introduce itself to new employees. <i>Please outline this process.</i>		1 point if the network is introduced by others as an overall part of the diversity component within the induction process Additional 2 points if the network itself is actively involved in introducing itself to new employees
Why this question? When a new employee first joins the organisation, they are engaged and looking for what the organisation has to offer. This is a critical time to introduce your new employees to the culture and any employee groups that you have. Involvement of the network in the onboarding process, whether it be by means of distributing welcome/network cards with an invitation to connect, speaking at new employee orientation on the network or establishing a welcome event periodically for interested new employees, allows people to opportunity to: • find out about the network • experience a sense of inclusion from the start • experience a proactive welcome and/or invitation to be a part of a network This will equally be of interest to allies, families, friends, and colleagues of LGBTQ people. Providing Evidence: Outline any of the ways in which your network actively introduces itself to new employees. For full points, this must be over and above documentation or slides covered by others within the induction process.		
See evidence in the evidence folder titled: Q17 Orientation / On-boarding		

18. Ally/Champion Reference Guides	3 points
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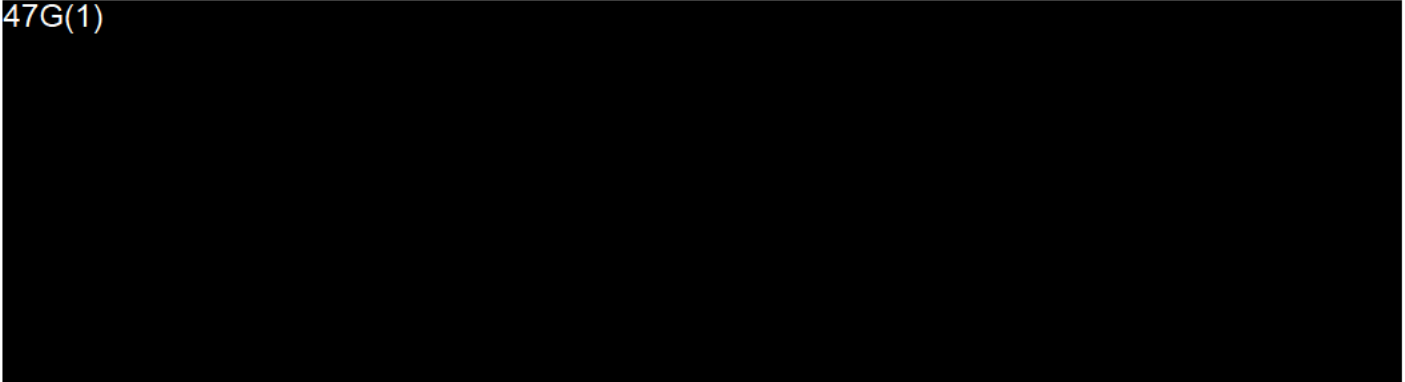
Our employees can easily locate Ally/Champion Reference Guides that detail how to be an effective ally and/or active champion for LGBTQ inclusion within the workplace. <i>Please provide:</i> a) <i>any Ally/Champion Guides outlining how to be an Active Ally/Champion for LGBTQ inclusion; and</i> b) <i>details of how employees find out about the existence of these guides</i>	2 points for (a) any Ally / Champion Reference Guides available 1 additional point if employees can easily find out about the existence of this guide
Why this question? In the 2022 AWEI employee survey, only 31% of the 37,408 respondents considered themselves to be active allies. When the 67% of respondents who were ‘passive supporters’ were asked what would influence them to become an active ally, 43% responded “more information on how to be an active ally”, and 25% responded “more information on WHY active allies are so important” Providing Evidence: To obtain points for this question, you will need to provide evidence for both (a) and (b) above. The guide can be an online resource or a hard copy distribution. Regardless of the type of guide, please ensure that you provide an outline of the content covered and how it is distributed or in the case of an online resource, how people find out that it exists.	
Answer: Please see evidence for points A and B	<i>File name/s as evidence for this question:</i> <i>File 1:</i> 47G(1) [redacted] available online <i>File 2:</i> 47G(1) [redacted] 47G(1) [redacted]

19. Confidential Contacts		2 points
Our organisation clearly identifies LGBTQ people or allies who can be contacted for a CONFIDENTIAL and informal (non-HR), LGBTQ-related discussion.	3 points for clearly identified LGBTQ people or allies who can be contacted for a confidential	

<i>Please provide a screenshot of where employees are identified as go-to people for LGBTQ non-HR related discussions, clearly indicating that CONFIDENTIALITY is assured.</i> <i>Note: This must not be a generic mailbox as it does not evoke the same level of confidentiality; and there may be employee concerns as to who has visibility of this. By identifying individuals, employees know exactly to whom they are speaking.</i>	and informal discussion regarding being an LGBTQ employee within the organisation (non-HR related) There are no partial points to this question. Note: This is over and above any HR or grievance contacts and confidentiality must be assured. If the contact is not clearly communicated as CONFIDENTIAL, or generic mailboxes are used, full points will not be awarded.
Why this question? There are times when a person may want to have a confidential conversation with an LGBTQ person or experienced ally about the possibility of coming out within their team, or to ask a question regarding the network. They may want to discuss something about their work experience. The ability to call someone confidentially outside of HR allows those conversations to take place. As this is not about formal reporting, the designated contact points here do need to understand where the boundaries are and when they need to refer on. Providing Evidence: Please provide the evidence requested. For full points, the word CONFIDENTIAL must appear and there needs to be contact details available (other than a generic mailbox). If you are unable to use the term CONFIDENTIAL for non-official contacts, you will need to ensure that the language you use communicates that the conversation would be private, safe, supportive. <i>If the contact would not clearly be understood as CONFIDENTIAL, points will not be awarded.</i> Please provide a screenshot of where this information is made available.	
Answer: Reference on the ABC Pride Intranet - highlighted below between the orange lines where we advise employees that they can use the list provided and ask that it be discrete and confidential please see screen shot below.	<i>File name/s as evidence for this question:</i>

In additiona to the ABC Pride team we also have an Indigenous and diverse HR Case Advocate network that provides case work and support for Indigenous and diverse employees as they navigate HR processes and advocates for positive outcomes.

47G(1)



47E(c)



File 1: Click or tap here to enter text.

File 2: Click or tap here to enter text.

20. Internal LGBTQ Social Media Stream

2 points

We have a dedicated internal-facing LGBTQ social media stream to engage employees with our LGBTQ inclusion work and provide a safe place for LGBTQ employees and allies to interact. (This may include but is not limited to internal Facebook pages/groups, SharePoint, Slack, Teams, etc.) <i>Please provide details of your dedicated internal-facing LGBTQ social media stream.</i>	2 points for a dedicated internal-facing LGBTQ social media stream There are no partial points for this question. Note: Points will not be given for public facing social media streams, as this is about internal employee reach.
Why this question? Internal LGBTQ social media streams or forums provide a valuable mechanism for the sharing LGBTQ relevant information. In addition, it provides a dedicated and safe place for LGBTQ people and allies to interact while providing an active and engaged audience for the promotion of your LGBTQ inclusion work. All of the above send visible messages of inclusion to your LGBTQ population and beyond. Providing Evidence: Please provide evidence of any internal LGBTQ social media streams your organisation uses for safe and interactive discussions and/or updates on your LGBTQ inclusion work. General social streams with only occasional references to your LGBTQ inclusion work will not suffice for this question.	
Answer: Q20 – Internal LGBTQ Social media stream with 47G(1) users currently 47G(1)	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Click or tap here to enter text. <i>File 2:</i> Click or tap here to enter text.

47G(1)	
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ss 47E(c) & 47G(1)



TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

21. LGBTQ Inclusion Training Availability		8 points
We have made LGBTQ Awareness/Inclusion/Ally training available to all employees. <i>Please outline the following:</i> <i>a) the training sessions available</i> <i>b) communications promoting the training as available to all employees</i> <i>c) any actions taken, or plans written to increase an uptake of training for all employees</i>	3 points (a) for and outline training sessions available 3 points (b) for communications promoting the training as available to all employees 2 points (c) for any actions to increase uptake of training for all employees	
Why this question? LGBTQ inclusion is such a critical measure of an organisation's inclusive culture; and training is one of the key areas that can really impact, not only an understanding of <i>why</i> inclusion is important, but in understanding some of the challenges faced by our diverse employees. The difficulty with most diversity training is that it usually only gets attended by the people who are interested – and quite often, they are not the people you are targeting. By having LGBTQ inclusion or ally training available and actively promoting and seeking to increase participation in the training, we are ensuring that we obtain maximum participation outside of mandating attendance. Providing Evidence: To obtain points for this question, you must outline (a), (b), and (c).		
Answer: A) Training is an online module so readily available to support employees. ABC has developed a number of different options to educate and raise awareness of employees, inclusive language and how to be an ally. These have been provided as online training modules available to all staff but compulsory for new starters. The	<i>File name/s as evidence for this question:</i> <i>File 1:</i> Click or tap here to enter text.	

47G(1)

File 2: Click or tap here to enter text.

File 3: Click or tap here to enter text.

File 4: Click or tap here to enter text.