

# Employer Public Report

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## Submitted By:

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## Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

## Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



# Workplace Overview

## Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

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### 1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

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#### 1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

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### 1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

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#### 1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age; Other

**Provide details:** sexual orientation, carer status

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### 1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; To have a gender balanced governing body (at least 40% men and 40% women)



**1.4 If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.**

Additional information includes:

- In 2024, UNSW launched the UNSW Gender Equity Strategy 2024-2028. UNSW's Gender Equity Strategy enshrines inclusive practice, enabling staff of all genders to feel valued, respected and able to be their authentic selves. The Strategy aligns efforts across the organisation, to drive institutional change that supports gender equity.
- In 2024, UNSW continued its participation in the SAGE Athena Swan program as a Bronze awardee, being awarded the final Cygnets to take us to a completed 5 Cygnet awards: Academic Promotions, Flexible Work and Care, LGBTQIA+ Inclusion, Workplace Culture, and Student Pathways (STEMM). UNSW is now working on its SAGE Athena Swan Silver Application across 2025, to be submitted in 2026.
- In 2024, UNSW received Platinum status in the Australian Workplace Equality Index (AWEI) in LGBTIQ+ inclusion, recognising ongoing commitment through four consecutive years of Gold status.
- Continued faculty-based initiatives to support women and carers' career development, and carers on or returning from parental leave. These include Level Up and Momentum schemes (Science); Level Up, Carer's Fund, and Accelerate Fund (Engineering); Academic Career Advancement Program (Business).
- The UNSW Carers' Support Fund is open to all employees of all genders. The program intends to enable UNSW academic and professional employees and UNSW Higher Degree Research (HDR) Program students with primary caring responsibilities to continue to enhance their careers on a national or international level by actively participating in conferences, workshops, symposiums or fieldwork, both online and in-person. The number of staff, including men, accessing this financial support has grown every year.



# Workplace Overview

## Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

### 1.5 Identify your organisation/s' governing body or bodies.

**Organisation:** University Of New South Wales

#### A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

#### B. What is the name of your governing body?

UNSW Council

#### C. What type of governing body does this organisation have?

Council

#### D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	7	6

#### E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

**Selected value:** Strategy

##### E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Advertisement of governing body positions; Gender diversity on candidate shortlists; Gender diversity and inclusion

#### F. Does this organisation's governing body have limits on the terms of its Chair and/ or



## Members?

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 12

**For the Members:** 12

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### G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

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### H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Aboriginal and/or Torres Strait Islander identity; Gender identity; Other

**Provide Details:** The UNSW Council Charter and Representation on UNSW Committees and Decision-Making Bodies Procedure applied and specifies that membership should be representative of the broad demographic and workforce profile of the University

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#### 1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

At UNSW we have another Council member who is non-binary and therefore cannot be categorised in either column of the table above at 1.5D. This rounds out our Council members to be 7 women, 6 men, and 1 non-binary person. UNSW has regulatory instruments to consider as well as established protocols even though these are not contained in a formal selection policy. The University of New South Wales By-Laws set out details regarding nomination of ministerially appointed members and council appointed members. The By-Laws also set out details regarding eligibility of elected members. For more information: <https://legislation.nsw.gov.au/view/whole/html/inforce/current/sl-2005-0632> The following constitution rules (prescribed in accordance with section 4(1)(b) of the Universities Governing Bodies Act 2011) also set out requirements for the composition of the governing body. (a) the total number of members of the Council be 15; (b) the total number of members in each category be: (i) 3 official members; (ii) 5 elected members (being 2 academic staff members, 1 non-academic staff member, 1 undergraduate student member and 1 postgraduate student member); (iii) 5 Council appointed members; and (iv) 2 Ministerially appointed members, and (c) the minimum number of external members who must be graduates of the University and may become members only by appointment by the Council or Minister be 3. The current composition of UNSW Council is 47% Women (n=7), 47% Men (n=7), and 6% Non-Binary (n=1). UNSW does not control all governing body appointments. Of the 15 members of Council, two are appointed by the Minister and five are elected positions (staff and students). The University's Representation on UNSW Committees and Decision-Making Bodies Procedure applies to the governing body and its committees and includes requirements for



gender composition and diversity on committees. This includes a requirement that the "Usual composition of UNSW's committees and decision-making bodies must be as follows: males and females to each hold at least 40 per cent of the membership." We use a skill matrix to identify the expertise required on Council, any skill gaps, and the extent to which we need new members to have specific expertise and skills. For the purposes of question 1.5F above, the limit of 12 consecutive years applies to elected and appointed members. Ex officio positions differ: The Vice-Chancellor is a member while in office regardless of the length of time, and President of the Academic Board can only hold that position for six years.



# Action on Gender Equality

## Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

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### 2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Strategy

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#### 2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To be transparent about pay scales and/or salary bands; To implement and/or maintain a transparent and rigorous performance assessment process

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### 2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

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#### 2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

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#### 2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

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#### 2.2c Did you take any actions as a result of your gender remuneration gap





## analysis?

Yes

Created a pay equity strategy or gender equality action plan; Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees; Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

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### **2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.**

1. UNSW undertakes regular and comprehensive pay reviews, a minimum of every two years, reporting to Equity Diversity Inclusion and Sustainability Governance Board and Upper Leadership Team. 2. UNSW undertakes a regular annual bonus review by gender coinciding with the bonus payment cycle, with aims for gender equity in average bonus percentage outcomes. 3. UNSW prepares regular gender pay equity progress reports by faculty and division, which are cascaded to Deans/Division Leads (as appropriate) and nominated key stakeholders. 4. UNSW has guidelines for achievement "relative to opportunity and performance evidence" for academic promotion (ROPE). A UNSW-wide and large Faculty gender gap analysis was completed during the reporting period. The analysis included two methods: unadjusted gap i.e., difference between average pay for men and average pay for women, and the adjusted gap that was a "like-for-like" comparison taking into consideration personal characteristics and job characteristics.



# Action on Gender Equality

## Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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### 2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

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#### 2.4a How did you consult employees?

Employee experience survey; Consultative committee or group; Focus groups; Exit interviews; Performance discussions

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#### 2.4b Who did you consult?

ALL staff

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### 2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

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### 2.8 If your organisation would like to provide additional information relating to employee consultation on gender Equality in your workplace, please do so below.

• The UNSW EDI Staff Consultative Group consults on proposals for staff-facing projects and initiatives across the university, drawing on their lived experiences to inform the consultative process. Members bring an authentic perspective via their lived experience to the EDI Staff Consultative Group, offering firsthand insight into the challenges, needs, and realities faced by individuals in specific diverse contexts or communities. This includes consultation on the Gender Equity Strategy, EDI Strategy, EDI policy, training and more. • UNSW's creation of the Gender Equity Strategy 2024-2028 birthed the Gender Equity Strategy Implementation Group (GESIG) to help ensure that the actions found in the Strategy were being carried out. UNSW's continued participation in the SAGE Athena Swan program. SAGE utilises a Self-Assessment Team (SAT) to ensure actions are being taken, and there is consistent discussion of the Action Plan. Both of these groups utilise staff consultation and perspective. In early 2025, the two groups merged to form the UNSW Gender Equity Steering Committee. • UNSW received Platinum Employer status in the Australian Workplace Equality Index for LGBTIQ+ inclusion through Pride in Diversity (An ACON Inclusion Program), with robust consultation on the accreditation submission from the Ally Network, Staff Consultative Group and EDI Cross faculty and division group.





# Flexible Work

## Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

### 3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

#### 3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Leaders are held accountable for improving take up and approval of workplace flexibility; All employees are surveyed on whether they have sufficient flexibility; Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body; Flexible work offerings are available to all employees, with a default approval bias (all roles flex approach)

### 3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

### 3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

- Carers support fund enables UNSW academic and professional employees and UNSW Higher Degree Research (HDR) Program students of all genders with primary caring



responsibilities, to continue to enhance their careers on a national or international level by actively participating in conferences, workshops, symposiums or fieldwork, both online and in-person. - The UNSW Enterprise Agreements for Academic and Professional staff were refreshed and published in December 2023. This included improved supports for flexible work arrangements and formalised the right to disconnect.



# Employee Support for Parents and Carers

## Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

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### 4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer distinction

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#### Do you provide employer-funded paid parental leave for:

Primary: Yes      Secondary: Yes

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#### 4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

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#### 4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth; Fostering

Secondary: Birth; Adoption; Surrogacy; Stillbirth; Fostering

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#### 4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

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#### 4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?



**Primary:**

**Lowest entitlement:** 26

**Highest entitlement:** 36

**Secondary:**

**Lowest entitlement:** 1

**Highest entitlement:** 2

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**4.1e Who has access to this type of employer-funded paid parental leave?**

**Primary:** Permanent employees; Contract/fixed term employees; Casual employees

**Secondary:** Permanent employees; Contract/fixed term employees; Casual employees

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**4.1f Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded paid parental leave?**

**Primary:** No qualifying period

**Secondary:** No qualifying period

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**4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?**

**Primary:** Anytime within 12 months

**Secondary:** Anytime within 6 months

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**4.1h Does your organisation have an opt out approach to parental leave? (Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

**Primary:** Yes

**Secondary:** Yes



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**4.2 Do you pay superannuation contributions to your employees while they are on parental leave?**

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable); Yes, on employer funded secondary carer's leave (if applicable)

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**4.3 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**

UNSW has a variety of paid parental leave benefits for parents who are engaged by the University on either a fixed term or continuing employment contract including: 1. Parental primary carer leave (available to the birth parent but can be shared if both parents work at UNSW): commencement of employment up to 5 years of continuous service - up to 26 weeks (full pay) / 5 years or more of continuous service - up to 36 weeks (full pay). UNSW provides up to 14 weeks paid parental leave to casual employees who have been employed by the University on a regular and systematic basis for a continuous period of at least 24 months. 2.

Adoption leave - child under 5 years leave (can be shared if both parents work at UNSW): commencement of employment up to 5 years of continuous service - up to 26 weeks (full pay) / 5 years or more of continuous service - up to 36 weeks (full pay) 3. Adoption leave - child 5 years or older leave: nil service requirement - up to 2 weeks (full pay) or 4 weeks (half pay) 4. Surrogacy leave- if an employee (other than the birth mother) enters into a surrogacy arrangement in respect of the birth/placement of the child, and it is not covered by another type of parental leave, the employee may, with Chief HR Officer approval, take parental leave consistent with adoption or primary carer leave provisions, whichever is applicable in the circumstances 5. Foster Parent leave: nil service requirement - up to 3 weeks (full pay - child under 5 years) / 2 weeks (full pay - child 5 years and over) 6. Grandparent leave: nil service requirement - up to 2 weeks (full pay) 7. Partner leave (includes same gender partner): nil service requirement - up to 2 weeks (full pay) For full terms and conditions for the above listed leave, see UNSW Australia's Enterprise Bargaining Agreements at: <https://www.unsw.edu.au/human-resources/our-pay-conditions/enterprise-agreements>





# Employee Support for Parents and Carers

## Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

### 4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Strategy

#### 4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave

### 4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes
Targeted communication mechanisms (e.g. intranet forums)	Yes



Support mechanism	Answer
Breastfeeding facilities	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	Yes
On-site childcare	Yes
Employer subsidised childcare	No
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	No
Access to counselling and external support for carers (e.g. EAP)	Yes



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**4.6 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**

- Carer representation in the EDI Staff Consultative group, to ensure advocacy, representation, and support for staff with lived experience of caring responsibilities.
- UNSW was also an Employer member of Parents at Work (PAW) to affirm the university's commitment to family-friendly workplaces through part of 2024. Through PAW, UNSW has offered workshops for staff preparing to go on and return from parental leave, as well as free advice, webinars, podcasts, and support materials. UNSW now offers the Work Family Support Program. Participants in this program will receive practical strategies on supporting family wellbeing and managing day-to-day parenting challenges on a range of common issues. Whilst there is no specific keep-in-touch program, the Work Family Support Program provides resources to managers and staff around best ways of support and contact while on leave e.g. the staff member can determine if they would like updates, calls, invitations to events etc.
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UNSW also operates the Carer's Support Fund to support staff members with the cost of extraordinary caring costs associated with attending approved professional development activities. This fund is open to staff of all genders. Faculties operate further funding schemes to support their staff returning from parent/carer leave, and funds to support career progression, including Career Advancement and Career Booster Funds operated by the Business School, the UNSW Science Boost Award, the Faculty of Engineering's Accelerate and Carer's Funds.



# Harm Prevention

## Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

### 5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

#### 5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment

#### 5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

### 5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

Yes



Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	Yes	No
All non-managers	Yes	No	Yes	No
The Governing Body	Yes		Yes	No

### 5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff; Responding to employees who engage in harassment or associated behaviours; Other

**Provide Details:** the student module includes content on intersectionality

### 5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

#### Members of the governing body

Yes

;More often than annually

#### Chief Executive Officer or equivalent

Yes

;More often than annually

### 5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes



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**5.4a Does your risk management process include any of the following?**

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

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**5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?**

Make workplace adjustments; Change or develop new control measures; Train people managers in prevention of sexual harassment; Train identified contact officers

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**5.5 What supports are available to support employees involved in and affected by sexual harassment?**

Trained, trauma-informed support staff/contact officers; Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

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**5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?**

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process for disclosure to union/worker representative; Process to disclose after their employment has concluded; Process to disclose anonymously; Special procedures for disclosures about organisational leaders and board members; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

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**5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?**

Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Anonymous disclosures through a staff survey;



Gender of the complainant/aggrieved or victim; Gender of the accused or perpetrator;  
Outcomes of investigations

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## **5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?**

### **Governing body**

Yes

Multiple times per year

### **CEO or equivalent**

Yes

Multiple times per year

### **Key Management Personnel**

Yes

Annually

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## **5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?**

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment; Effectiveness of response to reports of sexual harassment

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## **5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.**

- The Gendered Violence Prevention & Response Annual Report 2023 was released in mid/late 2024, with the 2024 report being released in mid/late 2025 as it is currently being worked on.
- The Gendered Violence Steering Committee and working groups continuing the implementation of the Gendered Violence Action Plan.
- Regular reporting on sexual misconduct to senior leadership, including UNSW Council and EDISG.
- Continued use of a secure reporting portal for all incidents of sexual misconduct, available here: <https://www.unsw.edu.au/planning-assurance/safety/safer-communities/gendered-violence/make-report>
- Continued operation of the Sexual Misconduct Risk and Review Group (established in 2020) to ensure continuous improvement in UNSW processes for preventing and managing reports of sexual misconduct.
- Reviewed and updated the First Responder program, a select group of staff who are trained to offer confidential support to people who have experienced sexual misconduct. First Responders can assist with making a formal report through the reporting portal.
- Ongoing implementation and regular review of the Sexual Misconduct Prevention and Response Policy.
- Continuation of the MATE Bystander training in collaboration with Griffith University. The bystander approach focuses



not on the perpetrator or victim of violence rather, what we can all do to prevent violence and disrespectful behaviour in our homes, workplaces, schools and communities. Once a trained facilitator the idea is to roll the workshops out across UNSW teaching people to become proactive bystanders who have the tools and understanding to step in and address problematic behaviour, prevent violence against women, racism and discrimination and promote equality. Participants are presented with real-world scenarios that enable them to put the MATE bystander intervention framework into practice.





# Harm Prevention

## Family or Domestic Violence

### 5.10 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

### 5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Offer change of office location	Yes
Emergency accommodation assistance	No

### 5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

#### Access to paid domestic violence leave?

Yes

#### Is it unlimited?

No

#### Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

#### How many days of paid domestic violence leave?

10



**Access to unpaid domestic violence leave?**

Yes

**Is it unlimited?**

Yes

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**5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.**

UNSW provides paid domestic violence leave as an entitlement in its Enterprise Agreements which can be accessed by employees in the event of family or domestic violence. UNSW also has a complementary domestic violence policy and procedure which includes clear definitions on the responsibilities of supervisors, managers, and HR staff in circumstances where there is a domestic violence matter, and under relevant legislation such the Fair Work Act 2009, an employee can bring claims against UNSW if it denied an employee access to their lawful entitlements. UNSW provides the following: - The ability for a staff member to have their email address and phone number to be changed - Consideration of other forms of support as requested by the staff member There are also provisions for staff supporting a person experiencing domestic violence within the Enterprise Agreements, in which an employee who is supporting a person experiencing domestic violence, and who requires time off work for that purpose, may request unpaid leave and/or may access Personal Leave or Witness Leave, depending on the specific circumstances.

