

2020 - 21 Compliance Program

Submitted by:

**Birch; Carroll & Coyle Limited
(ABN:40009659643)**

**The Greater Union Organisation Pty Ltd
(ABN:99000024439)**

**Kosciuszko Thredbo Pty. Limited
(ABN:95000139015)**

Rydges Hotels Ltd (ABN:48050035268)

**Edge Digital Technology Pty Limited
(ABN:47000499730)**

**Greater Occasions Australia Pty. Limited
(ABN:73003363175)**

**Sunshine Cinemas Pty. Ltd.
(ABN:16124882408)**

**Thredbo Resort Centre Pty. Limited
(ABN:37003896026)**

Atura Hotels And Resorts Pty Ltd
 #Workplace360
 (ABN:20163225321)

Qt Hotels And Resorts Pty Limited
 Policies and strategies
 (ABN:23140595624)

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

| Event Hospitality And Entertainment Ltd (ABN:5100005103) | |
|--|--|
| ...Recruitment | Yes(Select all that apply) |
| ...Yes | Policy Strategy |
| ...Retention | No(Select all that apply) |
| ...No | Currently under development(Select the estimated completion date.) |
| ...Currently under development | 30-Jun-2022 |
| ...Performance management processes | No(Select all that apply) |
| ...No | Currently under development(Select the estimated completion date.) |
| ...Currently under development | 30-Jun-2022 |
| ...Promotions | Yes(Select all that apply) |
| ...Yes | Policy Strategy |
| ...Talent identification/identification of high potentials | No(Select all that apply) |
| ...No | Currently under development(Select the estimated completion date.) |
| ...Currently under development | 30-Jun-2022 |
| ...Succession planning | No(Select all that apply) |
| ...No | Currently under development(Select the estimated completion date.) |
| ...Currently under development | 30-Jun-2022 |
| ...Training and development | Yes(Select all that apply) |
| ...Yes | Policy Strategy |
| ...Key performance indicators for managers relating to gender equality | No(Select all that apply) |

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?
 Yes(Select all that apply)

| | |
|--------|--------|
| ...Yes | Policy |
|--------|--------|

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

Governing bodies

Birch; Carroll & Coyle Limited

| | |
|---|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 1.1: What is the name of your governing body? | |
| 1.2: What type of governing body does this organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

The Greater Union Organisation Pty Ltd

| | |
|--|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 1.1: What is the name of your governing body? | |
| 1.2: What type of governing body does this | |

| | |
|---|--|
| organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Kosciuszko Thredbo Pty. Limited

| | |
|---|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 1.1: What is the name of your governing body? | |
| 1.2: What type of governing body does this organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| ...Female (F) | |

| | |
|---|--|
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Rydges Hotels Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 1.1: What is the name of your governing body? | |
| 1.2: What type of governing body does this organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |

| | |
|--|--|
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |
|--|--|

Edge Digital Technology Pty Limited

| | |
|---|---|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 1.1: What is the name of your governing body? | |
| 1.2: What type of governing body does this organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Greater Occasions Australia Pty. Limited

| | |
|--|---|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 1.1: What is the name of your governing body? | |

| | |
|---|--|
| 1.2: What type of governing body does this organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Sunshine Cinemas Pty. Ltd.

| | |
|---|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 1.1: What is the name of your governing body? | |
| 1.2: What type of governing body does this organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| | |

| | |
|---|--|
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Thredbo Resort Centre Pty. Limited

| | |
|---|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 1.1: What is the name of your governing body? | |
| 1.2: What type of governing body does this organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| | |

| | |
|---|--|
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Atura Hotels And Resorts Pty Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required to be entered again for subsidiary organisations even if it is reported in a different submission group.</i>) |
| 1.1: What is the name of your governing body? | |
| 1.2: What type of governing body does this organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Qt Hotels And Resorts Pty Limited

| | |
|--|---|
| 1: Does this organisation have a governing body? | Yes, same as local ultimate parent organisation(<i>The local ultimate parent's governing body details must be reported against the local ultimate parent. The information is not required</i> |
|--|---|

| | |
|---|--|
| | <i>to be entered again for subsidiary organisations even if it is reported in a different submission group.)</i> |
| 1.1: What is the name of your governing body? | |
| 1.2: What type of governing body does this organisation have? | |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| ...Members | |
| ...Female (F) | |
| ...Male (M) | |
| ...Gender X | |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | |
| 1.5: Has a target been set to increase the representation of women on this governing body? | |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | It is reported as part of this submission group. |

Event Hospitality And Entertainment Ltd

| | |
|---|--|
| 1: Does this organisation have a governing body? | Yes(<i>Provide further details on the governing body(ies) and its composition</i>) |
| 1.1: What is the name of your governing body? | Board of Directors of Event Hospitality & Entertainment Limited |
| 1.2: What type of governing body does this organisation have? | Board of directors |
| 1.3: How many members are on the governing body and who holds the predominant Chair position? | |
| ...Chairs | |
| ...Female (F) | |
| ...Male (M) | 1 |
| ...Gender X | 0 |
| ...Members | |

| | |
|---|-------------------------------------|
| ...Female (F) | 3 |
| ...Male (M) | 3 |
| ...Gender X | 0 |
| 1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members? | Yes(<i>Select all that apply</i>) |
| 1.5: Has a target been set to increase the representation of women on this governing body? | No(<i>Select all that apply</i>) |
| 10.6: What is the percentage (%) target? | |
| 10.7: What year is the target to be reached (select the last day of the target year)? | |
| 11.1: Confirm how the ultimate parent's governing body/ies are being reported: | |

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

#Action on gender equality

Gender pay gaps

1: Do you have a formal policy and/or formal strategy on remuneration generally?

Yes(Select all that apply)

| | |
|--|--|
| ...Yes | Policy Strategy |
| 1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy? | Yes(Select all that apply) |
| ...Yes | To achieve gender pay equity To be transparent about pay scales and/or salary bands |

2: Did your organisation receive JobKeeper payments?

Yes

| | |
|--|-----|
| 2.1: Please indicate which months in the reporting period your organisation received JobKeeper payments: | Yes |
| .. April 2020 | |
| ...May 2020 | Yes |
| ...June 2020 | Yes |
| ...July 2020 | Yes |
| ...August 2020 | Yes |
| ...September 2020 | Yes |
| ...October 2020 | Yes |
| ...November 2020 | Yes |
| ...December 2020 | Yes |
| ...January 2021 | Yes |
| ...February 2021 | Yes |
| ...March 2021 | Yes |

3: What was the snapshot date used for your Workplace Profile?

31-Mar-2021

4: If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

Employer action on pay equity

1: Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

Yes(Provide further details on the most recent gender remuneration gap analysis that was undertaken.)

| | |
|---|------------------------------|
| 1.1: When was the most recent gender remuneration gap analysis undertaken? | Within the last 1-2 years |
| 1.2: Did you take any actions as a result of your gender remuneration gap analysis? | Yes(Select all that apply) |
| 1.2: Did you take any actions as a result of your gender remuneration gap analysis? | Corrected like-for-like gaps |
| .. Yes | |

2: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

Employee consultation

1: Have you consulted with employees on issues concerning gender equality in your workplace?

No(Select all that apply)

| | |
|-----------------------------|---|
| ...No | Others (Provide Details) |
| ...Others (Provide Details) | We plan to consult with employees on issues concerning gender equality during the 2021/22 year. |

2: If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

#Employee work/life balance

Flexible working

1: Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes(*Select all that apply*)

| | |
|--|---|
| ...Yes | Policy |
| ...A business case for flexibility has been established and endorsed at the leadership level | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 30-Jun-2022 |
| ...Leaders are visible role models of flexible working | Yes |
| ...Flexible working is promoted throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 30-Jun-2022 |
| ...Targets have been set for engagement in flexible work | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...Targets have been set for men's engagement in flexible work | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...Leaders are held accountable for improving workplace flexibility | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...Manager training on flexible working is provided throughout the organisation | Yes |
| ...Employee training is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 30-Jun-2022 |
| ...Other (provide details) | Manager training is |
| ...Team-based training is provided throughout the organisation | No(<i>Select all that apply</i>) |
| ...No | Not a priority |

| | |
|---|---|
| ...Employees are surveyed on whether they have sufficient flexibility | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 30-Jun-2022 |
| ...The organisation's approach to flexibility is integrated into client conversations | No(<i>Select all that apply</i>) |
| ...No | Not a priority |
| ...The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement) | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 30-Jun-2022 |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 30-Jun-2022 |
| ...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body | No(<i>Select all that apply</i>) |
| ...No | Currently under development(<i>Select the estimated completion date.</i>) |
| ...Currently under development | 30-Jun-2022 |
| ...Other (provide details) | No |
| 2: Do you offer any of the following flexible working options to MANAGERS in your workplace? | |
| ...Flexible hours of work | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Informal options are available |
| ...Compressed working weeks | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Informal options are available |
| ...Time-in-lieu | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Telecommuting (e.g. working from home) | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| | Formal options are available |

| | |
|-----------------------------------|---|
| ...SAME options for women and men | Informal options are available |
| ...Part-time work | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available Informal options are available |
| ...Job sharing | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Informal options are available |
| ...Carer's leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available Informal options are available |
| ...Purchased leave | No(<i>You may specify why the above option is not available to your employees.</i>) |
| ...Unpaid leave | Yes(<i>Select one option only</i>) |
| ...Yes | SAME options for women and men(<i>Select all that apply</i>) |
| ...SAME options for women and men | Formal options are available Informal options are available |

3: Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?

Yes

4: Were managers in your organisation allowed to make INFORMAL flexible working arrangements with their team members in response to the COVID-19 pandemic?

Yes, ALL managers

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce compared to pre-COVID-19?

Yes, for both women and men

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

#Employee support

Paid parental leave

1: Do you provide employer funded paid parental leave regardless of carer's status (i.e. primary/secondary) in addition to any government funded parental leave scheme?

No, we do not offer employer funded parental leave

...No, we do not offer employer funded parental leave

Not a priority

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

Support for carers

1: Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes(Select all that apply)

...Yes

Policy

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

...Employer subsidised childcare

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not a priority

...On-site childcare

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not a priority

...Breastfeeding facilities

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not a priority

...Childcare referral services

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not a priority

...Internal support networks for parents

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not a priority

...Return to work bonus (only select if this bonus is not the balance of paid parental leave)

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not a priority

...Information packs for new parents and/or those with elder care responsibilities

No(You may specify why the above support mechanism is not available to your employees.)

...No

Not a priority

| | |
|--|--|
| ...Referral services to support employees with family and/or caring responsibilities | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Targeted communication mechanisms (e.g. intranet/forums) | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Support in securing school holiday care | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Coaching for employees on returning to work from parental leave | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Parenting workshops targeting mothers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Parenting workshops targeting fathers | No(<i>You may specify why the above support mechanism is not available to your employees.</i>) |
| ...No | Not a priority |
| ...Other (provide details) | No |

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

Sex-based harassment and discrimination

1: Do you have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?

Yes(*Select all that apply*)

| | |
|---|--------------------|
| ...Yes | Policy Strategy |
| 1.1: Do you provide a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy? | Yes |

2: Do you provide training on sex-based harassment and discrimination prevention to the following groups?

| | |
|------------------|--|
| ...All managers | Yes(<i>Please indicate how often is this training provided (select all that apply):</i>) |
| ...Yes | At induction Every one-to-two years |
| ...All employees | Yes(<i>Please indicate how often is this training provided (select all that apply):</i>) |
| ...Yes | At induction Every one-to-two years |

3: If your organisation would like to provide additional information relating to sex-based harassment and discrimination, please do so below.

Family or domestic violence

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

Yes (*Select all that apply*)

...Yes

Policy

2: Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

...Employee assistance program (including access to psychologist, chaplain or counsellor)

Yes

...Training of key personnel

No (*Select all that apply*)

...No

Not a priority

...A domestic violence clause is in an enterprise agreement or workplace agreement

No (*Select all that apply*)

...No

Not aware of the need

...Workplace safety planning

No (*Select all that apply*)

...No

Not a priority

...Access to paid domestic violence leave (contained in an enterprise/workplace agreement)

No (*Select all that apply*)

...No

Not aware of the need

...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)

No (*Select all that apply*)

...No

Not aware of the need

...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)

No (*Select all that apply*)

...No

Not aware of the need

...Access to unpaid leave

Yes

...Confidentiality of matters disclosed

Yes

...Referral of employees to appropriate domestic violence support services for expert advice

Yes

...Protection from any adverse action or discrimination based on the disclosure of domestic violence

Yes

...Flexible working arrangements

Yes

...Provision of financial support (e.g. advance bonus payment or advanced pay)

No (*Select all that apply*)

...No

Not a priority

| | |
|--|------------------------------------|
| ...Offer change of office location | Yes |
| ...Emergency accommodation assistance | Yes |
| ...Access to medical services (e.g. doctor or nurse) | No(<i>Select all that apply</i>) |
| ...No | Insufficient resources/expertise |
| ...Other (provide details) | No(<i>Select all that apply</i>) |

3: If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below.