2021 - 22 Compliance Program

Submitted by:

University Of New South Wales (ABN:57195873179)

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#Workplace overview

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

…Recruitment	Yes(*Select all that apply*)
…Yes	Strategy
…Retention	Yes(*Select all that apply*)
…Yes	Strategy
…Performance management processes	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Promotions	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Talent identification/identification of high potentials	Yes(*Select all that apply*)
…Yes	Strategy
…Succession planning	Yes(*Select all that apply*)
…Yes	Strategy
…Training and development	Yes(*Select all that apply*)
…Yes	Policy Strategy
…Key performance indicators for managers relating to gender equality	Yes(*Select all that apply*)
…Yes	Strategy

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

Yes(*Select all that apply*)	
…Yes	Policy Strategy

3: Does your organisation have any of the following targets to address gender equality in your workplace?

Reduce the gender pay gap
Increase the number of women in leadership positions
Increase the number of women in male-dominated roles

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

Further actions taken during the 2020-21 reporting period included:

· Continuing participation as Bronze Awardee of SAGE Athena SWAN; established Cygnet Award Working Groups on topics of promotions, student pathways, flexible work (families and caring), sexual assault and sexual harassment, and LGBTQI+ inclusion.

· UNSW achieved reaccreditation as a Best Practice Breastfeeding Friendly Workplace by the Australian Breastfeeding Association. Updated breastfeeding guidelines were launched in December 2021.

· UNSW was a participating institution in the 'COVID-19 Home-working by university staff survey' (CHUSS) in January 2022, examining the impact of current working arrangements in universities arising from adaptations to the COVID-19 pandemic including the gendered aspects of forced working from home.

· International advocacy for gender equity continued through the PLUS Alliance; established the Transforming Women's Leadership Pathways 2030 initiative and the launch of an online Knowledge Hub.

· The Science Faculty's Momentum Scheme provides academic and professional staff who are on or who are returning from sustained carer leave with support to help maintain career momentum, regardless of gender.

· Continued appointment of university staff Champions for Gender, LGBTIQ+ and Parents & Families.

· Continued to offer financial support through the Vice Chancellor's Childcare Fund, supporting women researchers with the cost of extraordinary childcare to present their work at conferences.

· Received Gold Award for the Australian Workplace Equality Index (AWEI) for the third consecutive year

Governing bodies

University Of New South Wales

1: Does this organisation have a governing body?	Yes(*Provide further details on the governing body(ies) and its composition*)
1.1: What is the name of your governing body?	UNSW Council
1.2: What type of governing body does this organisation have?	Council
1.3: How many members are on the governing body and who holds the predominant Chair position?	
…Chairs	
…Female	
…Male	1
…Non-binary	0
…Members	
…Female	6
…Male	9
…Non-binary	0

1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(*Select all that apply*)
	Other (provide details)
	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/infor
1.5: Has a target been set to increase the representation of women on this governing body?	Yes(*Provide further details on your target*)
10.6: What is the percentage (%) target?	40.00%
10.7: What year is the target to be reached (select the last day of the target year)?	31-Dec-2022
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	Yes(*Select all that apply.*)
	Policy
1.1.a.3: How many members are on the governing body and who holds the predominant Chair position?	

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

The composition of UNSW Council during the reporting period is 40% Females (n=6) and 60% Males (n=9). UNSW does not control governing body appointments. For all internal committees including Council, UNSW has a procedure which states: "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." See: https://www.gs.unsw.edu.au/pol icy/documents/representationno ncommitteesprocedure.pdfp>

For the purposes of the target end date question 1.7 above, we have dated 31/12/2022 although this procedural requirement is ongoing.

#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	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 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

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

31-Mar-2022

3: Does your organisation publish its organisation-wide gender pay gap?

Yes(*Select all that apply.*)

…Yes	Shared internally with governing body members

4: Do you give WGEA permission to publicly publish your organisation-wide gender pay gap?

No

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

1. UNSW undertakes regular and comprehensive pay reviews, minimum every two years, reporting to EDI Board and Management Board against Council gender equity targets.

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).

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 12 months
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? .. Yes	Created a pay equity strategy or action plan Identified cause/s of the gaps Reviewed remuneration decision-making processes Analysed performance pay to ensure there is no gender bias (including unconscious bias) Analysed performance ratings to ensure there is no gender bias (including unconscious bias) Set targets to reduce any organisation-wide gap Reported pay equity metrics (including gender pay gaps) to the governing body
1.3: You may provide details below on the type of gender remuneration gap analysis that has been undertaken (for example like-for-like and/or organisation-wide)	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.

2: For organisations with partnership structures: Have you undertaken a gender remuneration gap analysis ('gender pay gap analysis') in the current reporting period to determine if there are any remuneration gaps between women partners and men partners in your organisation?

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

Additional initiatives are in place to address gender pay equity issues such as:

1. Real-time gender equity reporting for managers in discretionary pay review systems to identify and address pay equity issues before these processes are finalised.

2. HR moderation sessions to review pay equity in discretionary pay related processes.

3. Artificial Intelligence used in discretionary pay review systems to suggest pay levels based on available data to reduce unconscious bias by managers.

4. *Women in Leadership* programs to support progression of women to senior management positions.

5. Level Up is a promotional support program run by Equity, Diversity, and Inclusion in the Faculty of Science and exclusively available to female academics. Level Up utilizes a cohort model, where staff planning to apply for promotion can network with one another, receive formal guidance on promotion procedures and best practices, and gain access to

mentorship about building a strong case for promotion. A key feature of the program is to instigate the planning and preparation process early and to provide program participants with content that is catered to the Faculty of Science.

Employee consultation

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

Yes(*Provide further details on the employee consultation process.*)

1.1: How did you consult employees?	Survey Consultative committee or group Other (provide details)
…Other (provide details)	UNSW participated and obtained data in the Covid-19 Home Working by University Staff Survey (CHUSS) during the 2021-22 reporting period. Consultations and roundtables with Gender, LGBTIQ+ and Parents & Families Champions and members of their respective Staff Networks also took place in June 2021.
1.2: Who did you consult?	Management Employee representative group(s) Diversity committee or equivalent ALL staff

2: Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

…No	Currently under development(*Select the estimated completion date.*)
…Currently under development	31-Aug-2022

3: On what date did your organisation share your previous year's public reports with employees?

17-Aug-2021

4: Does your organisation have shareholders?

No

5: Have you shared previous Executive Summary and Benchmark reports with the governing body?

Don't know

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

· UNSW Diversity Champions for Gender Equity, Cultural Diversity, Disability, LGBTIQ+ continued to contribute intersectionally to UNSW EDI strategy. A new Parents and Families Champions portfolio was established in 2021.

· Four Gender Equity Staff Champions were appointed in 2021 to advance the gender equity agenda at UNSW and contribute to the development of EDI strategy. Regular meetings are held with the Gender Equity Champions and their feedback is provided to the DVC EDI to inform university wide decision making.

·   Staff roundtable consultations led by the Athena Swan Program Manager and the Parents & Families Champions were conducted in July 2021 and focused on supports for parents and families at UNSW.

·   UNSW received Gold Employer status in the Australian Workplace Equality Index for LGBTIQ+ inclusion through Pride in Diversity (An ACON Inclusion Program)

#Flexible work

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	Yes
…Leaders are visible role models of flexible working	Yes
…Flexible working is promoted throughout the organisation	Yes
…Targets have been set for engagement in flexible work	No(*Select all that apply*)
…Targets have been set for men's engagement in flexible work	No(*Select all that apply*)
…Leaders are held accountable for improving workplace flexibility	Yes
…Manager training on flexible working is provided throughout the organisation	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	UNSW has had Flexible Work guidelines available to staff since 2019, which includes an online Flexible Work Toolkit for staff and their managers to refer to in their discussions regarding flexible work arrangements.
…Employee training is provided throughout the organisation	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Staff have a right to request flexible work arrangements under the terms of the UNSW Sydney Enterprise Agreements for both academic and professional staff. UNSW has also had Flexible Work guidelines available to staff since 2019, which includes an online Flexible Work Toolkit for staff and their managers to refer to in their discussions regarding flexible work arrangements.
…Team-based training is provided throughout the organisation	No(*Select all that apply*)
…No	Other (provide details)

…Other (provide details)	UNSW has had Flexible Work guidelines available to staff since 2019, which includes an online Flexible Work Toolkit for staff and their managers to refer to in their discussions regarding flexible work arrangements.
…Employees are surveyed on whether they have sufficient flexibility	Yes
…The organisation's approach to flexibility is integrated into client conversations	Yes
…The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)	No(*Select all that apply*)
…No	Other (provide details) Currently under development(*Select the estimated completion date.*)
…Currently under development	30-Apr-2023
…Other (provide details)	30-Apr-2023
…Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(*Select all that apply*)
…Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(*Select all that apply*)
…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(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Compressed working weeks	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Time-in-lieu	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Telecommuting (e.g. working from home)	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available

…Part-time work	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Job sharing	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Carer's leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available Informal options are available
…Purchased leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available
…Unpaid leave	Yes(*Select one option only*)
…Yes	SAME options for women and men(*Select all that apply*)
…SAME options for women and men	Formal options are available

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

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

Yes

5: Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce during the 2021-22 reporting period?

Don't know / Not applicable

6: If your workplace includes hybrid teams (i.e. some employees in a team work remotely while other employees in a team work at the organisation's usual workplace), have any of the following measures been utilised to ensure the fair treatment of all employees regardless of work location?

7: If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, including specific changes due to the impact of the COVID-19 pandemic on your workplace, please do so below.

In response to the pandemic, UNSW formed a Task Force 20/21+ to prepare strategies for future action. A Staff Survey was conducted in May 2020 covering a wide range of issues with feedback and suggestions received. Key findings were shared with staff over an interactive online forum with a key recommendation to UNSW Senior Leadership and Management Board (which was endorsed by UNSW Council) to establish "Project Phoenix" to investigate flexibility and flexible work for UNSW and explore new ways of working and using campus space. The project revealed six Principles of the future of work including one of "Embracing Flexibility" which in essence, prioritised work/life balance and inclusion principles.

As a result, the Standards and Resources on Flexible Work at UNSW underwent a significant consultation and review with a new Flexible Work Policy and accompanying toolkits were launched in February 2022. The need for consideration of personal circumstances and flexibility was also embedded in the Relative to Opportunity for Performance Evaluation (ROPE) Guidelines for academic promotion.

Key actions taken by UNSW include:

- Adopting a 'flex first' approach to work and reduce the approval process for employees utilising flexible working arrangements

- Providing staff with resources and guidelines e.g., Working from home during COVID-19, Being an Inclusive Manager during COVID-19, Safe Remote Working Checklist, Return to Campus – Manager's Guide, Tops for Accessible Meetings, good practice for running hybrid meetings, regularly updated online resources and protocols for working from campus

- Participated in the Covid-19 Home Working by University Staff Survey (CHUSS) in 2020-21, and 2021-22

Cognisant that the pivot to online working impacted women disproportionately, particularly women with families with children learning at home; closed childcare centres, caring for others) UNSW has continued to offer additional supports such as:

- A dedicated 'Your wellbeing during COVID-19' website

- Online and webinar resources on working from home, wellbeing guide, building resilience, preventing fatigue, managing work and family in a new work environment

- Resources such as 'Working from home in a crisis' for women in the Academic and Professional Women in Leadership groups workshops for preparing for parental leave and planning to return to work continued however were delivered online.

- Confidential arrangements for staff experiencing domestic and family violence to allow them to continue working on campus during COVID-19 lock-down

#Employee support

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?

Yes, we offer employer funded parental leave (using the primary/secondary carer definition)

1.1: Do you provide employer funded paid parental leave for primary carers in addition to any government funded parental leave scheme?	Yes(*Please indicate how employer funded paid parental leave is provided to the primary carers.*)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption Surrogacy Stillbirth
1.1.c: How do you pay employer funded paid parental leave to primary carers?	Paying the employee's full salary
1.1.d: Do you pay superannuation contribution to your primary carers while they are on parental leave?	Yes, on employer funded parental leave
1.1.e: How many weeks (minimum) of employer funded paid parental leave for primary carers is provided?	14
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	71-80%
1.1.g: Do you require primary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	No
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.1.h: Do you require primary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Within 12 months
.. Yes	

1.2: Do you provide employer funded paid parental leave for secondary carers in addition to any government funded parental leave scheme?	Yes(*Please indicate how employer funded paid parental leave is provided to the secondary carers.*)
1.2.a: Please indicate whether your employer-funded paid parental leave for secondary carers is available to:	All, regardless of gender
1.2.b: Please indicate whether your employer-funded paid parental leave for secondary carers covers:	Birth Adoption Surrogacy Stillbirth
1.2.c: How do you pay employer funded paid parental leave to secondary carers?	Paying the employee's full salary
1.2.d: Do you pay superannuation contribution to your secondary carers while they are on parental leave?	Yes, on employer funded parental leave
1.2.e: How many weeks (minimum) of employer funded paid parental leave for secondary carers is provided?	2
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	50-60%
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth?	Yes
1.2.h: Do you require secondary carers to take employer funded paid parental leave within a certain time period after the birth, adoption, surrogacy and/or stillbirth? .. Yes	Within 6 months

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.

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. Maternity leave (available to the birth mother 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). In addition, UNSW provides up to 14 weeks paid maternity 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. Primary carer leave: (available to an employee on a continuing or fixed term employment who is not eligible for paid maternity leave, is a primary carer and satisfies certain eligibility criteria): 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 - 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)

4. Adoption - child 5 years or older leave: nil service requirement - up to 2 weeks (full pay) or 4 weeks (half pay)

5. Surrogacy - 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

6. 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)

7. Grandparent leave: nil service requirement - up to 2 weeks (full pay)

8. 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.hr.unsw.edu.au/services/indrel/ea.html.

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 Strategy

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	Other (provide details)
…Other (provide details)	UNSW offers salary sacrificing options to staff utilising on-site childcare and discounted rates for students.
…On-site childcare	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
	Yes(*Please indicate the availability of this*

…Breastfeeding facilities	*support mechanism.*)
…Yes	Available at ALL worksites
…Childcare referral services	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Internal support networks for parents	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…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.*)
…Information packs for new parents and/or those with elder care responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Referral services to support employees with family and/or caring responsibilities	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Targeted communication mechanisms (e.g. intranet/forums)	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Support in securing school holiday care	No(*You may specify why the above support mechanism is not available to your employees.*)
…Coaching for employees on returning to work from paid parental leave	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Parenting workshops targeting mothers	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…Parenting workshops targeting fathers	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites
…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.

In 2021, UNSW appointed two Parents & Families Champions to ensure advocacy, representation, and support for staff with caring responsibilities. UNSW also became an Employer member of Parents at Work (PAW) to affirm the university's commitment to family-friendly workplaces. Through PAW, UNSW offers workshops for staff preparing to go on and return from parental leave, as well as free advice, webinars, podcasts, and support materials. UNSW also operates the Vice-Chancellor's Childcare Fund to support women researchers with the cost of extraordinary childcare associated with presenting their work at conferences.

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 harasssment 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(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At induction Varies across business units
…All employees	Yes(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At induction Varies across business units

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

UNSW is committed to supporting staff and students affected by gendered violence through the following actions:

1.   A dedicated sexual misconduct reporting portal to make it easier for staff and students to report incidents of sexual assault and sexual harassment including third party and anonymous reports

2.   Resources and information provided online to assist staff and students who have experienced sexual assault and sexual harassment

3.   A UNSW Sexual Misconduct Prevention and Response Strategy which applies to all staff and students

4.   UNSW established a Sexual Misconduct Risk and Review group to monitor all Portal Reports, and identify systemic issues and improvements

5.   A network of trained First Responders across all campuses who can be contacted by staff or students should they experience sexual assault or harassment and who are trained to respond, support, and refer to relevant services

6.   Sexual misconduct was identified as one of five key focus areas for future focus groups through the Athena Swan Cygnet Awards in 2022

7.   UNSW published its first public Sexual Misconduct Annual Report in August 2021 for greater institutional transparency around sexual misconduct reporting, prevention, and response.

8.   A Domestic Violence Support Policy and Domestic Violence Support Procedure outline support and services available to UNSW staff who are experiencing family or domestic violence as well as staff supporting a person experiencing family or domestic violence

9.   Provision of 20 days paid Domestic Violence Leave

10. An Employee Assistance Program providing confidential counselling, coaching and well-being service free for all staff and their immediate family members (Benestar)

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	Yes
…A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
…Workplace safety planning	Yes
…Access to paid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(*Is the leave period unlimited?*)
…Yes	No
: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?	20
…Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(*Is the leave period unlimited?*)
…Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Domestic violence leave is contained in an enterprise agreement.
…Access to unpaid leave	Yes(*Is the leave period unlimited?*)
…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)	Yes
…Offer change of office location	Yes
…Emergency accommodation assistance	Yes
…Access to medical services (e.g. doctor or nurse)	Yes
…Other (provide details)	No

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

In relation to the question above regarding protection from adverse action or discrimination based on the disclosure of domestic violence:

- 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 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 changed

- Consideration of other forms of support as requested by the staff member

- Visible support from leadership through, for example, the Vice Chancellor's message to all staff in 2020 on the back of heightened risk of domestic and family violence to encourage staff and students to use the UNSW Health Service and Counselling and Psychological Services systems established to support staff and students' health and safety, as well as the free and confidential Employee Assistance Program

- During the COVID lockdown period in 2020, a provision was made for staff to continue to work on campus for safety reasons. Confidential requests could be made to managers and/or through HR Business Partners

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.

#Diversity and inclusion

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

Yes(*Select all that is covered.*)	
…Yes	Aboriginal and/or Torres Strait Islander identity Cultural and/or language and/or race/ethnicity background Disability and/or accessibility Sexual orientation Gender identity

2: Do you collect data on whether employees identify as Aboriginal and/or Torres Strait Islander?

Yes	
…If this data can be shared and is not confidential, please complete the below table:	

3: Do you currently collect data on any of the following dimensions of employees' identities?

Cultural and/or language and/or race/ethnicity background Disability Gender identity Sexual orientation