Australian Government

Workplace Gender Equality Agency

Employer Public Report

Contents

Submitted By:

University Of Sydney 15211513464

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.

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

Yes

Policy; Strategy

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; Other

Provide details: Gender and other aspects of diversity.

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

Yes

Strategy

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

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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 male-dominated roles; Increase the number of men taking parental leave

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

The University of Sydney's Women's Career Acceleration and Leadership Strategy (WCALS), launched in 2015, was designed to increase female representation at leadership levels across all areas of the University. We also seek to promote gender equity across all stages of the career life-cycle through our participation in the Science in Australia Gender Equity (SAGE) program, for which we hold Bronze Award status, in 2024 we were awarded with all 5 silver cygnet awards, recognition of the commitment and work that we are doing in this area. This year we are working towards applying for Silver Award status. We continue to participate in the Champions of Change Coalition (CCC) program of work. We recognize the challenges faced by people with diverse genders and seek to build workplace inclusion via our participation in the Australian Workplace Equality Index (AWEI) for which we currently hold Gold status.

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 Sydney

....

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?

The University of Sydney Senate

....

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

Other governing body/authority

The Senate is constituted as the Governing Authority of the University of Sydney (s 8A(2) University of Sydney Act 1989 (NSW))

....

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)	5	8

....

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; Gender diversity on candidate shortlists; Succession planning for the governing body; 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

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

No

> **Selected value:** Do not have control over governing body/appointments

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; Cultural and/or language and/or race/ethnicity background; Disability and/or accessibility; Gender identity

1.6 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 Senate is stipulated in the University of Sydney Act 1989 (NSW). The Act provides that the Senate will be the Governing Authority of the university (s 8A(2)) and defines a Fellow as a member of Senate a (s 3(1)). The Act also provides that Senate is comprised of the following categories of members; Official Members (The Chancellor, the Vice-Chancellor and the President of the Academic Board), Elected Members (Staff and Students), Senate Appointed Members and Ministerially Appointment Members. At present, only one-third (five) of the Fellows are Senate Appointed members. Therefore, it is not possible to readily maintain a pre-determined gender balance. Notwithstanding this difficulty, gender remains an important consideration for Senate when making Fellow Appointments or recommendations to the Minister. Diversity attributes are also considered by Senate when making appointments or recommendations to the Minister for Skills, TAFE and Tertiary Education. These are contained in the Senate Skills and Diversity Matrix. There are five elected Fellows, including three staff-elected and two student-elected Fellows. The appointment to these positions is determined by the electorate through a vote, and the election procedures are governed by the University of Sydney By-law 1999. The call for nominations ahead of every election is widely publicised to ensure diversity and wide representation. Staff nominations are advertised through All-Staff News channels, staff networks and committees. Student nominations are advertised through the Student News (an e-newsletter released to all students), student bodies

and consultative channels.

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.

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

Policy; Strategy

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

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 implement and/or maintain a transparent and rigorous performance assessment process

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

Yes

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

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

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

Within the last 1-2 years

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

Yes

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

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

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.

The University monitors gender pay equity through multiple lenses to ensure that potential hotspots of disparity are not lost under an organisational average. We monitor base remuneration as well as base + loadings separately for every level of professional and academic staff and highlight shifts that may require closer attention.

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.

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

Yes

2.4a How did you consult employees?

Consultative committee or group; Exit interviews

2.4b Who did you consult?

ALL staff

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
Policy; Strategy

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.

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; Targets have been set for engagement in flexible work; Targets have been set for men's engagement in flexible work; Leaders are held accountable for improving take up and approval of workplace flexibility; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The organisation's approach to flexibility is integrated into client conversations; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); 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); Management positions are designed to be able to be done part-time; All team meetings are offered online; The ability to job-share is incorporated into job design and advertising of new roles

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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.

In 2024 we continued to build on initiatives from 2021 to support staff to work flexibly and increasingly move to a hybrid model where we seek to garner the benefits of a hybrid model of flexible remote and site-based work. In three years we have moved from a predominantly site-based approach to work and culture to one where inclusion of flexibility is inherently built into our ways of working, as well as into the ways we consult, share information, research and opportunities with staff, and the way in which we hold organisational events such as cultural days of significance. We reaffirmed our commitment to supporting flexible working, including arrangements as appropriate for site-based staff, in a communication to all staff mid-2022 as part of our participation in the CCC Shifting Expectations: Flexibility for front line, shift and site-based roles report, encouraging organisations to seek ways to offer flexibility to their frontline workers.

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.

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

Do you provide employer-funded paid parental leave for:

Primary: Yes   **Secondary:** Yes

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

Primary: All, regardless of gender

Secondary: All, regardless of gender

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

Primary: Birth; Adoption; Surrogacy; Stillbirth

Secondary: Birth; Adoption; Surrogacy; Stillbirth

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

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

Primary:
Lowest entitlement: 1
Highest entitlement: 36

Secondary:
Lowest entitlement: 1
Highest entitlement: 5

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

Primary: Permanent employees; Contract/fixed term employees

Secondary: Permanent employees; Contract/fixed term employees

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: Yes a qualifying period is required

How long is the qualifying period (in months)?
1
Is the qualifying period the same as the probation period for new employees?
No

Secondary: No qualifying period

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 24 months

Secondary: Anytime within 24 months

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: No

Secondary: No

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)

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.

All staff can vary their leave provisions to suit evolving parenting circumstances. However only the birth giver can "opt out" and return to work before their leave is exhausted, in which case they can receive an allowance equivalent to the value of the untaken leave to support their return to work. Alternative funded return-to-work programs, such as staff development opportunities are available. Our parental leave provisions support staff of all genders, including same sex couples, with flexible leave options. These options include shared leave arrangements for both parents working at the University, tailored to individual family needs, and we strive to support our people in balancing family commitments with their career aspirations.   Our leave entitlements for a birth mother/adoptive/surrogate are paid based on the continuous paid service at the University from the expected date of birth of the child: 1 week on full pay, or 2 weeks on half pay, per completed month of paid service for people who have worked less than a year. 14 weeks on full pay or 28 weeks on half pay for staff who have worked more than 1 year but less than 2 years. All primary caregivers, irrespective of gender, are entitled to 22 weeks at full pay or 38 weeks at 60% of salary for staff who have worked over 2 years.

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

Policy

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; Other leave available to employees with family or caring responsibilities

Provide details: Family and Domestic Violence Leave, Annual leave, Long service Leave, leave without pay.

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

Support mechanism	Answer
Targeted communication mechanisms (e.g. intranet forums)	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)	Yes
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	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes

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

The principle of achievement relative to opportunity is reflected in policies across recruitment, career progression, and performance, considering staff may face limited opportunities due to carer responsibilities or part-time work.   The University offers 5 calendar days of special leave for casual staff who are ill or have caregiving duties. Carers can access to Flexible Working arrangements and leave provisions.

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; 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; 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; Manager and non-manager training on respectful workplace conduct and sexual harassment

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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		No	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

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

New staff at induction;More often than annually

Chief Executive Officer or equivalent

Yes

At staff inductions;Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy);More often than annually;Other

Provide Details: The University has issued a Vice-Chancellor Directive that it is mandatory for all staff and affiliates to complete awareness and prevention of bullying, discrimination, and harassment training at induction and thereafter at least every two years.

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

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

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; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train identified contact officers; Implement other changes (provide details)

Provide Details:Higher Degree by Research Respectful Research Supervisors workshops, mandatory for all re-registering supervisors since 2024.

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

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

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; Outcomes of investigations

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

Governing body

Yes

Annually

CEO or equivalent

Yes

Multiple times per year

Key Management Personnel

Yes

Multiple times per year

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

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 University's Safer Communities team provides trauma informed support for survivors of sexual misconduct, domestic and/or family violence as well as bullying and harassment. Information about accessing support from the team is available at https://www.sydney.edu.au/about-us/vision-and-values/safer-communities.html. The Safer Communities Office also provides advice to staff who are supporting victim-survivors across the University. There is also provision of and delivery of preventative education programs and initiatives across the University including first responder training for staff on how to effectively respond to disclosures.   Where an individual wishes to make a report of sexual misconduct to

the University, they can do this via the online reporting forms or over the phone and email options.   The University publishes an annual report on sexual misconduct. More information can be found here 2023 Annual Report on Sexual Misconduct   The University of Sydney was awarded five SAGE Cygnet Awards for demonstrating leadership and progress towards equity, diversity, and inclusion, and the impact of this work. One of these awards was around creating a Safer community and recognised the University's achievements in improving accessability and transparency for victim-survivors to report incidents and to seek support from specialist staff. It also recognised achievements in improving understanding of inappropriate behaviour across the University. Additional information can be found here and Cygnet Award application (Safer communities) – University of Sydney | SAGE   The University's Bullying Harassment and Discrimination Policy and Bullying Harassment and Discrimination Resolution Procedures affirm the University's commitment to provide a safe and healthy workplace and learning environment; to provide information and training; and support the wellbeing of all those involved in a bullying, harassment or discrimination matter.   The University's Staff Sexual Misconduct Policy 2023 and Staff Sexual Misconduct Response Procedures 2023 for current and former staff or affiliates details our commitment to addressing sexual misconduct and sexual harassment and outlines how the University responds to sexual misconduct and sexual harassment and supports survivors. The University's Student Sexual Misconduct Policy 2018 and Student Sexual Misconduct Response Procedures 2018 for current and former students details our commitment to addressing sexual misconduct and sexual harassment, and outlines how the University responds to sexual misconduct and sexual harassment and supports survivors.   As outlined in the previous report, Respect@Work gaps analysis and recommendations for how the University can meet its commitments to proactively prevent and respond appropriately to relevant unlawful conduct was submitted to the University Executive for consideration, which was endorsed. In 2024, a comprehensive Respect@Work Action Plan (Action Plan) was developed that encompassed the gaps analysis recommendations into 36 Action Items. The Action Plan, which was developed in close consultation with key internal stakeholders, focuses on the seven standards identified by the Australian Human Rights Commission of leadership, culture, knowledge, risk management, support, reporting and response, and monitoring, evaluation, and transparency. In 2025, the University commenced implementation of the Action Plan along with a comprehensive governance structure to support the successful implementation of the Program. Further information is available on the Respect@Work webpage. In addition, the University has effectively extended its obligation of positive duty to apply to all forms of inappropriate workplace behaviour in its most recent Enterprise Agreement 2023-26.

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	Yes

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?

20

Access to unpaid domestic violence leave?

Yes

Is it unlimited?

No

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

Yes

How many days of unpaid domestic violence leave?

365

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

Staff can apply for Leave Without Pay (LWOP), however not limited just to Domestic Violence leave. Maximum duration of LWOP is up to 1 year for private purposes. Staff affected by Family and Domestic Violence can apply for flexible working arrangements, including changes to working hours or part-time employment. They may also request other supportive measures, such as changes to work location, email address, and phone number.