

GENDER AFFIRMATIVE POLICY

OBJECTIVE:

The objectives of this policy are to:

- (a) Support staff or Employees' in affirming their gender identity.
- (b) Affirm and support the organisation's commitment to building a culture that is safe, inclusive and respectful for all transgender members of the organisation.
- (c) Provide key principles and actions which will support this commitment to be realised.

SCOPE:

This policy applies to all staff, employees, internal & external stakeholders including employees employed through agencies, contractors & sub-contractors.

POLICY:

The organisation, values and celebrates the diversity of its group companies, including diversity in gender identity and expression.

The organisation recognizes the benefits of the diversity within its group companies and the importance of creating an environment in which all individuals can fully participate, contribute and thrive. The organisation aims to prevent discrimination on any basis, including based on gender identity or gender expression.

Gender expression may be a significant part of gender affirmation and may be manifest in many ways, including but not limited to gender nonconforming presentations. The organisation is committed to provide a safe, respectful and inclusive environment for all forms of gender expression, including through dress and personal presentation.

The organisation respects the right of individuals to choose their name, pronouns and descriptors. Staff and students and other members of the organisation are expected to respect this right.

The organisation provides a range of safe and accessible bathroom facilities and recognises the right of transgender members to use the facilities they choose as most appropriate for them.

Resources to assist transgender members to affirm their gender will be made available, communicated, and supported.

PRINCIPLES:

Planning and accessing support during gender affirmation:

There is no requirement for any person to inform the company of their intention to affirm their gender. However, if a person chooses to seek assistance from the company, appropriate, sensitive and informed advice and assistance will be available.

CHANGING DETAILS ON COMPANY RECORDS:

A person may wish to update their personal details with the organisation as part of a gender affirmation. An employee may change details during their employment by completing an Employee Detail Changes form.

Changing name and/or gender with the company may give rise to unexpected consequences with records of Government and other agencies not matching with Company employment or enrolment records. Employees should carefully consider and understand these potential consequences prior to making a change.

DEFINITION:

Gender expression refers to the way in which a person communicates their gender identity within a given cultural context, for example, in terms of clothing, grooming, mannerisms and behaviour. Although gender expression may be used to communicate a person's gender identity, it is not required to validate their gender identity. Additionally, a person's gender expression may shift over both short and long periods of time depending on their identity and/or affirmation journey.

Transgender is an umbrella term for people whose gender identity is different to that which was legally assigned to them at birth.

This policy shall be reviewed periodically for its suitability and modification as necessary and the rights shall remain at sole discretion of the management.