

Example 1: Company Policy

WHAT IS THIS EXAMPLE?

This example provides suggested wording around how an organisation can create a Policy around Gender.

HOW IS GENDER INCLUDED IN THIS EXAMPLE?

An explicit Policy highlights the organisation’s commitment to gender from the top down and also ensures that it is considered and implemented throughout the organisation.

WHY IS THIS IMPORTANT?

A policy ensures accountability. Without an explicit policy, people can talk about something or want something, but there is no mandate or commitment to follow through.

A policy also guides decision making through all levels of the organisation and through time.

COMPANY POLICY EXAMPLE(S)

Diversity and inclusion

DFAT recognises the importance of valuing diversity and promoting inclusion. We especially value the unique qualities, attributes, skills and experiences our employees bring to the workplace. Moreover, as the department that represents Australia to the world, it is important we reflect the diversity of the Australian population.

Diversity relates to sex, gender, age, language, ethnicity, cultural background, disability, sexual orientation, intersex status, religious beliefs, educational level, professional skills, work experience, socio-economic background, career obligations and/ or other factors that make us unique. An employee’s family, carer and other responsibilities, and the need to balance these with work, also contributes to the diversity of our workforce. We take an intersectional approach to diversity and inclusion, and recognise people may identify with multiple diversity groups.

The objectives of the department’s diversity and inclusion program are:

- to raise awareness and understanding of challenges and opportunities facing people on the basis of their diversity
- to remove barriers and ensure workplace equity
- to lead training and development of diversity and inclusion principles
- to draw on diversity and inclusion in undertaking our core business more effectively
- to help employees to balance work, personal, cultural and other responsibilities
- to support our staff diversity networks.

Source: <https://dfat.gov.au/careers/dfat-aps-careers/Pages/diversity-and-inclusion.aspx>