2021 - 22 Compliance Program

Submitted by:

**University Of South Australia
(ABN:37191313308)**

#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	Policy 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	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?

Increase the number of women in male-dominated roles
Increase the number of women in leadership positions

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

The University is committed to employment practices that help prevent and eliminate discrimination on the basis of race, colour, sex, sexual preference, age, physical or mental disability, marital status, family responsibilities, pregnancy, religion, political opinion, trade union membership and activity, national extraction or social origin.

To support gender equity specifically, UniSA has been awarded Bronze Athena Swan Accreditation. This process involved an extensive consultation process and a rigorous analysis of workforce data, practice and culture to identify barriers and improve gender equity. An action plan was developed as part of this process, and this is resulting in positive changes in the diversity of our workforce.

In 2021, we undertook a University wide Culture Survey with specific questions relating to gender equity and staff perception and experience that is providing additional oversight to our progress to date. In 2022 we continue to consult with our staff about our results, including running university-wide focus groups to explore insights, identify common themes and to invite staff to share their ideas on how we can enhance and evolve our culture.

The People, Talent and Culture team underwent a managing change process in 2021 and has created a Workforce Transformation Team which plays a lead role in developing and coordinating the University's transformation and change initiatives by providing transformative and industrially compliant employment frameworks, policies and solutions that help the University achieve its objectives. In particular the team takes responsibility for coordinating and contributing to the development and continuous improvement of our HR policy and procedures, positioning them as enablers of the University's people objectives.

Governing bodies

University Of South Australia

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?	University 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	1
…Male	0
…Non-binary	0
…Members	
…Female	5
…Male	10
…Non-binary	0

1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(*Select all that apply*)
	Strategy
1.5: Has a target been set to increase the representation of women on this governing body?	No(*Select all that apply*)
	Other (provide details)
	The University's governing act:'University of South Australia Act 1990'; states that: where a person is appointed to the Council, the appointing authority must recognize that the Council is, as far as practical, to be constituted of equal numbers of men and women.
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.*)
	Strategy
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.

#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 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 Other(*Provide details*)
…Other	Shared internally with our Enterprise Leadership Team (headed up by our Vice Chancellor [CEO]).

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

Yes

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

UniSA has undertaken a gender pay gap analysis since 2007, as part of the Workplace Gender Equality Act (WGEA) reporting requirements. To complement this legislative requirement a UniSA-specific gender pay gap analysis is produced each year. This is an opportunity to evaluate the reasons for the gender pay gap and opportunities to reduce it, as well as compare our results to the national average and higher education sector. What is pleasing is that UniSA has seen successive decreases in the gap over the last five years.

UniSA's gender pay gap is well below the national average and is better than the Higher Education Sector average. The 2020/2021 Gender Pay gap benchmarking report provided by WGEA in November each year, shows that UniSA is ranked 11th out of 26 organizations in our cohort.

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	Identified cause/s of the gaps Reviewed remuneration decision-making processes Analysed commencement salaries by gender to ensure there are no pay gaps Reported pay equity metrics (including gender pay gaps) to the executive Trained people-managers in addressing gender bias (including unconscious bias) Reported pay equity metrics (including gender pay gaps) externally Analysed performance pay to ensure there is no gender bias (including unconscious bias)
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)	At UniSA, we progress a multi-faceted analysis of our pay equity gap that looks at: • like for like positions/level by level • across each individual unit • professional and academic staff separately • by employment arrangement This information drives actions related to gender disparity and the gender pay gap specifically.

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.

UniSA's Gender Pay Gap has shown steady and consistent improvement over the past five years and a significant improvement across the past 10 years.

UniSA specifically considered gender impact on pay when introducing and appointing to a new academic organisational structure in 2020. Gender equity was deliberately assessed in determining remuneration of management positions and this explicit commitment and other strategies implemented has resulted in the gender pay gap continuing to improve.

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 Focus groups
1.2: Who did you consult?	ALL staff Employee representative group(s)

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

Yes(*Select all that apply.*)

…Yes	Strategy

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

20-Aug-2021

4: Does your organisation have shareholders?

No

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

No

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

UniSA uses International Women's Day (8 March) every year as a trigger to initiate targeted gender equity discussions. In addition, senior staff across academic and professional units use a range of methods and look for opportunities in their committees and working groups to consult with their staff regarding gender equity and diversity and inclusion more broadly. This commitment to gender equity is built into senior staff KPI's to support continued focus and discussion on gender equity.

In November 2021 UniSA established a Gender Equity Employee Advisory Network (EAN) with a specific purpose to:

- Provide advice on issues that impact negatively on the participation and advancement of women within the University and recommend solutions to proactively address them,
- Oversee the progress of the Athena SWAN bronze accreditation gender equity action plan and provide recommendations on the pathway to Silver accreditation.
- Act as a role model and advocate for gender equity and promote gender equity across the University.

We also undertook a Culture Survey in June 2021 with specific dedicated questions on staff perception and experience of gender equity at UniSA and these results have been socialised across the organisation within work areas and teams.

#Flexible work

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

Yes(*Select all that apply*)

…Yes	Policy Strategy
…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*)
…No	Other (provide details)
…Other (provide details)	Setting Targets is not part of UniSA's strategy to address flexible work.
…Targets have been set for men's engagement in flexible work	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	Setting Targets is not part of UniSA's strategy to address flexible work.
…Leaders are held accountable for improving workplace flexibility	Yes
…Manager training on flexible working is provided throughout the organisation	Yes
…Employee training is provided throughout the organisation	Yes
…Team-based training is provided throughout the organisation	Yes
…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)

…Other (provide details)	This is not currently evaluated, however maybe be considered in the future.
…Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	HR Systems are being updated to allow improved reporting in the future.
…Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(*Select all that apply*)
…No	Other (provide details)
…Other (provide details)	HR Systems are being updated to allow improved reporting in the future. The Vice Chancellor has established a working group to review UniSA's flexible and remote working practices.
…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 Informal options are available
…Time-in-lieu	No(*You may specify why the above option is not available to your employees.*)
…No	Other (provide details)
…Other (provide details)	Time-in-Lieu is not provided for managers in our EB but can be approved by the line manager if required. .
…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*)
	Formal options are available

…SAME options for women and men	Informal 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 Informal 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?

No	

3.1: You need to indicate which of the following flexible working options are available to NON-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 Informal 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*)
	SAME options for women and men(*Select all

…Yes	*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 Informal 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

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?

Yes, for both women and men

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?

Training for managers on how to work with flexible and remote/hybrid teams Training for non-managers on how to work with flexible and remote/hybrid teams Training for all employees on how to work with flexible and remote/hybrid teams Employee performance is measured by performance and not presenteeism Other(*Provide details*)

…Other	UniSA has provided laptops for all staff and moved to cloud based communication tools including 'Microsoft teams' for connecting.

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.

UniSA recognises that the world of work has changed. In 2021 we surveyed all staff via a staff culture survey and specifically asked for their feedback about optimal flexible work arrangements. The Vice Chancellor has established a flexible working group to review the feedback, consider what optimal practice might be and in the next two years, UniSA will advance new policy and procedures that will transform our work practices to reflect the new normal and the benefits that accrue from increased flexibility in the workplace. This will provide greater flexibility to all staff which will support further progress towards gender equality.

#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:	Women only
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?	22
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	61-70%
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?	Yes
1.1.g.1: How long is the qualifying period?	1
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:	Surrogacy Adoption Birth
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?	3
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	60-70%
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?	Within 12 months

.. Yes

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.

UniSA has a range of parental leave arrangements that are not discussed in this questionnaire this includes:

- Paid Pre Natal Leave of up to 1 working day per month in the final 6 months of pregnancy.
- Shared paid Parental Leave is available where both partners are employed by the University.
- Paid Adoption Leave and Partner Leave is available to all genders.
- Unpaid Parental Leave is available where paid Parental Leave may not apply (for all genders) or in addition to paid parental leave for an initial period of up to 52 weeks which may be extended by a further 52 weeks.
- Staff with less than 12 months continuous service can access 1.5 weeks of pay at 100% of the staff member's ordinary weekly rate of pay for each completed month of service.

Phased in Return to Work is available when returning to work after Parental Leave, the staff member may work a reduced fraction (0.6 for a full-time staff member) and be paid the full-time salary for a period of 8 weeks.

Our current Enterprise Agreement does not include stillbirth under our leave provisions for secondary carers. This will be changing, and the University has signaled its intention to provide this in the next Enterprise Agreement to align with the National Employment Standards

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	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at SOME worksites
…Breastfeeding facilities	Yes(*Please indicate the availability of this 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	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	Other (provide details)
…Other (provide details)	UniSA offers phased in return to work, whereby the staff member can return 0.6 FTE and be paid full time for the first 8 weeks.
…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	Yes(*Please indicate the availability of this support mechanism.*)
…Yes	Available at ALL worksites

…Targeted communication mechanisms (e.g. intranet/forums)	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not a priority
…Support in securing school holiday care	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not aware of the need
…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	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not aware of the need
…Parenting workshops targeting fathers	No(*You may specify why the above support mechanism is not available to your employees.*)
…No	Not aware of the need
…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.

UniSA provides 9 days family responsibility leave per service year in addition to personal leave provision. If a staff member uses all their family responsibility leave in a service year, staff are able to use personal leave for caring responsibilities.

UniSA runs an Enterprising Women's Development Program which is open to all women at UniSA as part of our strong commitment to the University's strategic intent and Athena Swan Bronze Accreditation Actions. In recognition that women tend to have the primary responsibility in relation to caring responsibilities and may have to drop off children to school or childcare these workshops do not start until 9.30am.

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):*)
	At induction

…Yes	Other (provide details)
…Other (provide details)	Mandatory training for all staff was implemented in 2021 and First Responder training has been in place for a number of years, which requires refresher training each year and develops a community of practice.
…All employees	Yes(*Please indicate how often is this training provided (select all that apply):*)
…Yes	At induction Other (provide details)
…Other (provide details)	Mandatory training for all staff was implemented in 2021 and First Responder training has been in place for a number of years, which requires refresher training each year.

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

UniSA has a Sexual Assault Sexual Harassment (SASH) Steering Group which provides a forum for coordinating student and staff-related SASH strategies, guiding policy, procedure and support service improvements, and responding to new developments emerging from across the Higher Education sector as part of the SASH Action Plan.

UniSA has an integrated (staff and student) Sexual Assault and Sexual Harassment policy and procedures, website and print resources for staff and students and an online incident reporting system.

In 2021, an online mandatory training program was implemented "Sexual Assault and Sexual Harassment – What are the drivers and how can we respond". This is in addition to the existing First Responder training and community of practice support for staff in positions that are most likely to receive SASH disclosures and reports and sessions and resources including the [Respect Guide](#) are provided in management and staff induction processes, detailing the University's expectations with respect to behaviour and culture.

UniSA continues to be an active supporter of Universities Australia's **Respect. Now. Always.** (RNA) initiative to prevent sexual harassment and sexual assault at our universities and share best practice to improve support for those who have experienced it

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 aware of the need
…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	Yes
…Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(*Is the leave period unlimited?*)
…Yes	Yes
…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)	No, Other – As this is provided in the Enterprise Agreement this is not required
…Access to unpaid leave	Yes(*Is the leave period unlimited?*)
…Yes	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	Other (provide details)
…Other (provide details)	This does not currently form part of our domestic violence support strategy.
…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.

Domestic Violence leave is formally provided for in the Enterprise Agreement.

Employee Assistance Program sessions are available to both staff and their family members and additional EAP sessions are made available in the case of domestic violence when needed.

Under our Enterprise Agreement UniSA also has 'urgent pressing necessity' leave.

In planning and responding to the COVID-19 pandemic, UniSA provided support for individual arrangements/preferences to remain on campus in order to support staff where working from home may not have been a safe option.

#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 Gender identity Age Other(*Provide details*) Sexual orientation
…Other	Diversity and Representation on Committees and Working Groups; Political or religious belief; Marital status

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:	
…Aboriginal and/or Torres Strait Islander Managers .. Female	1
…Aboriginal and/or Torres Strait Islander Managers .. Male	0
…Aboriginal and/or Torres Strait Islander Managers .. Non-binary	0
…Aboriginal and/or Torres Strait Islander Non-managers .. Female	37
…Aboriginal and/or Torres Strait Islander Non-managers .. Male	20
…Aboriginal and/or Torres Strait Islander Non-managers .. Non-binary	0

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

Cultural and/or language and/or race/ethnicity background Gender identity Disability Other	
…Other	Age

Workplace Profile Table

Industry: Tertiary Education

Occupational category*	Employment status	No. of employees		Number of apprentices and graduates (combined)		Total employees**
		F	M	F	M	
Managers	Full-time permanent	32	35	0	0	67
	Full-time contract	14	21	0	0	35
	Part-time permanent	2	0	0	0	2
	Part-time contract	2	0	0	0	2
Professionals	Full-time permanent	577	544	0	0	1,121
	Full-time contract	221	232	0	0	454
	Part-time permanent	180	24	0	0	204
	Part-time contract	190	85	0	0	275
	Casual	558	306	0	0	865
Clerical And Administrative Workers	Full-time permanent	288	124	0	0	412
	Full-time contract	66	37	0	0	103
	Part-time permanent	147	14	0	0	161
	Part-time contract	40	9	0	0	49
	Casual	257	125	0	0	383

* Categorised using ANZSCO major group codes (this means Professionals who are also Managers are categorised as Professionals)
** Total employees includes Gender X

Workplace Profile Table

Industry: Tertiary Education

Manager category	Level to CEO	Employment status	No. of employees		
			F	M	Total*
CEO		Full-time contract	0	1	1
KMP		Full-time permanent	2	0	2
		Full-time contract	1	2	3
GM		Full-time permanent	18	17	35
		Full-time contract	5	10	15
		Part-time permanent	1	0	1
OM		Full-time permanent	12	18	30
		Full-time contract	8	8	16
		Part-time permanent	1	0	1
		Part-time contract	2	0	2

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
1. How many employees were promoted?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	49	36	85
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	0	1
			Managers	0	0	0
			Non-managers	11	12	23
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	13	0	13
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	1	2
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
2. How many employees (including partners with an employment contract) were internally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	1	1
			Managers	11	4	15
			Non-managers	178	82	260
		Fixed-Term Contract	CEO, KMPs, and HOBs	1	0	1
			Managers	9	10	19
			Non-managers	53	47	100
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	40	0	40
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	20	9	29
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1,505	902	2,410
3. How many employees (including partners with an employment contract) were externally appointed?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	76	44	120
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	2	2
			Non-managers	108	83	191
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	13	1	14
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	78	36	114
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	745	445	1,193

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
4. How many employees (including partners with an employment contract) voluntarily resigned?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	63	29	92
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	1	1
			Non-managers	36	42	78
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	24	1	25
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	1	0	1
			Non-managers	30	5	35
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
5. How many employees have taken primary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	54	1	55
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	26	0	26
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	33	0	33
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	21	0	21
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
6. How many employees have taken secondary carer's parental leave (paid and/or unpaid)?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	12	12
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	9	9
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	4	4
	N/A	Casual	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	0	0	0

* Total employees includes Gender X

Workforce Management Statistics Table

Industry: Tertiary Education

Question	Contract Type	Employment Type	Manager Category	Female	Male	Total*
7. How many employees ceased employment before returning to work from parental leave, regardless of when the leave commenced?	Full-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	2	0	2
	Part-time	Permanent	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	3	0	3
		Fixed-Term Contract	CEO, KMPs, and HOBs	0	0	0
			Managers	0	0	0
			Non-managers	1	0	1

* Total employees includes Gender X

Workplace Gender Equality Agency 2021–22 Compliance Program Submission approval

I, the CEO (or equivalent), confirm that the data provided in the 2021-22 Compliance Program submission is complete and correct, as reported in the full data appendices:

→ Public Workplace Profile
→ Public Workforce Management Statistics
→ Public Questionnaire
→ Confidential Data.

I approve the submission of this data to WGEA.

I also confirm that the organisation/s covered by this submission will meet the notification and access requirements as detailed below.

Name of CEO (or equivalent)

DAVID GEORGE LLOYD

CEO (or equivalent) signature

Date of signature

31.5.22

What next?

The contact nominated for the submission of this report must complete the declaration and consent process in the WGEA Portal. The Agency does not require physical evidence of the CEO's signature.

To comply with the notification and access requirements, your organisation/s must:

→ inform its employees and members or shareholders that it has lodged its report with the Agency and advise how the public data may be accessed
→ provide access to the public data to employees and members or shareholders
→ inform employee organisations with members in its workplace that the report has been lodged
→ inform its employees and those employee organisations with members in its workplace of the opportunity to comment on the report to the employer or the Agency.

For more information on the notification and access requirements, read here.