GENDER EQUITY STATEMENT

This statement describes key steps, commitments, and principles the University has embedded within policies, procedures, and strategic initiatives to promote gender equity and ensure a dignified, respectful and safe environment free of discrimination, harassment, bullying, sexual harm, and assault.

Griffith University acknowledges the Traditional Custodians of the lands on which its campuses sit, as well as the ongoing connection to country for the First Peoples of this nation. Griffith is committed to recognising the unique place of First Peoples in Australian history and culture and enabling and celebrating their continued contributions to the nation.

Griffith recognises that elders and leaders of the nations in which our campuses are situated are critical to redressing inequality and disadvantage and improving outcomes for women and gender diverse people. The University is committed to providing educational opportunities and social inclusion for Aboriginal and Torres Strait Islander women, particularly through research, teaching and learning, engagement, and leadership.

Our commitment

Griffith University is committed to gender equity, non-discrimination, and diversity and inclusivity for all staff, students, and visitors. As a community, Griffith University acknowledges the importance of a safe, respectful, and supportive environment for all; for everyone to have opportunities to reach their potential and thrive, regardless of gender. All staff and students are responsible for Griffith University being a safe and healthy work, study and community environment.

This statement therefore expresses Griffith University's commitment to gender equity by:

- adopting economic, social, and environmentally responsible practices that align with the principles of the United Nations Sustainable Development Goals,
- complying with all relevant legislation and endeavouring to adopt contemporary best practice as it pertains to gender equity and non-discrimination, and
- taking actions to:
    - ensure gender equity and social justice in teaching, research, and engagement through ongoing alignment with the UN Sustainable Development Goals in the University's practices, policies, and activities.
    - acknowledge gender as one aspect of diversity that, via societal and structural disadvantage, can significantly impact the outcomes and potential for staff and students who study and work at the University, and therefore the University commits to ensure fair and equitable pathways for reaching career and study potential.
    - ensure Griffith University's values and commitments are aligned with SDG 10 Reduced Inequalities and SDG 5 Gender Equality, as currently reflected in Griffith University's Mission and Statement of Values and Commitments.

Statement

The University undertakes to promote and support gender equity in all its activities. Gender equity is achieved by:

- providing learning and work environments that are free from discrimination and harassment (including sexual harm, harassment and assault), and that are safe for staff and students, inclusive of all individuals and are characterised by respect and dignity;

- ensuring that the profile and involvement of staff and students reflect the diversity of the Australian community;
- using non-discriminatory, inclusive language in all publications (including learning materials) and encouraging the same across the University;
- developing and promoting policy and programs to address disadvantage experienced by identified groups in their access to education/learning and development, employment and career progression;
- promoting an inclusive, dignified and respectful working and learning environment;
- ensuring equity, transparency, fairness and inclusion in staff talent acquisition (recruitment and selection), classification, performance and promotion processes, including applying the concept of achievement relative to opportunity outlined in the Academic Employment Handbook;
- analysing and acting on gender differences in employee retention;
- providing equitable access to career development activities for students and staff;
- supporting equitable access to decision-making and resources;
- providing workplace flexibility and supporting workers with family and other carer responsibilities;
- encouraging the development of research, curricula, policy and practice to support equity, diversity and inclusion;
- ensuring the accountability of managers and staff for the implementation of the University's equal opportunity policies, practices and programs
- inclusion and support options for staff and students who are affirming their gender and those supporting them, which is inclusive of, but not limited to trans, non-binary and agender identities.

Non-discrimination against women and transgender people: Promoting gender equity & equality

For staff and students, the University has taken measures to ensure full human rights, without discrimination of any kind, and to further eliminate discrimination due to a person's age, race, sex, people with variations of sex characteristics (intersex), sexuality, gender identity and expression (including transgender and gender diverse identities), marital/relationship status, parental status, family responsibilities, pregnancy, breastfeeding, disability, religion or belief, refugee or asylum seeker status, political belief or activity, trade union activity, or a person's association with someone who identifies with any of these attributes.

As per our Equity, Diversity and Inclusion Policy, we will take an intersectional approach to understanding and responding to diversity, inclusion and belonging issues and opportunities. In taking this approach, Griffith University recognises that particular groups have experienced disadvantage, discrimination, marginalisation and unequal outcomes. These groups may include Aboriginal and Torres Strait Islander peoples, people with disability, people of diverse genders, bodies and sexualities (LGBTIQ+/DGBS), women, people from low socio-economic backgrounds, first in family to attend university and people from culturally, linguistically and ethnically diverse backgrounds – including those from migrant and/or refugee backgrounds. The University focusses on removing barriers to participation, progression and success in learning and work for all peoples.

We recognise, value and celebrate the diversity of bodies, gender identities and gender expressions (including trans and gender diverse people) in the Griffith University community. We respect people with a variation of sex characteristics' (intersex people's) right to bodily integrity, physical autonomy, and self-determination. Our Gender Affirmation Inclusion and Support Procedure outlines the inclusion and support options for staff and students who are affirming their gender and those supporting them. This includes our commitment to preventing discrimination based on gender identity or gender expression and to supporting staff and students to affirm their gender in the workplace and study environment, in a safe, positive and inclusive manner.

As per our SAGE Cygnet Award, Griffith University acknowledges that it is not possible to work towards gender equity without genuinely ensuring the University is safe and inclusive for people of a diversity of genders, bodies and

sexualities (DGBS / LGBTQIA+). Consequently, Griffith University has implemented several initiatives to improve the experiences of DGBS staff and students, including Pride strategies for the whole of University and Griffith Sports and gender affirmation leave to support those affirming or defining their gender identity. Additionally, Griffith has developed a resource for staff and students to provide information and advice on intimate partner violence in LGBTIQ+ relationships. Griffith University is committed to ensuring all staff and students including DGBS people feel safe and supported at work.

As outlined in this Statement, Griffith University promotes gender equity and non-discrimination through equitable employment and education practices, workplace flexibility provisions, career development opportunities, support for carers, gender affirmation support mechanisms, and initiatives to address barriers experienced by women and gender-diverse people. These measures help ensure equitable participation, progression and success across all areas of University life.

Gender-based Violence, Sexual Harm, Sexual Harassment and Inappropriate Sexual Behaviour

The University has a zero-tolerance policy for gender-based violence, sexual harm, sexual harassment and inappropriate sexual behaviour towards all students, staff and visitors, including all women and gender diverse people. Our Gender-based Violence and Sexual Harm Prevention and Response Policy affirms our commitment to and processes for providing a safe, respectful and inclusive environment where gender-based violence and sexual harm are unacceptable. Griffith University aims to fulfil its positive duty to implement measures to prevent gender-based violence and sexual harm for all students, employees, and other individuals who are part of the University community. This policy applies to all members of the University community, including students, employees, contractors, consultants, and applicants for work and study when engaged in university activities, on university premises, or where there is a connection to work with the University. It relates to gender-based violence, and any unwanted behaviour of a sexual nature, including recent and/or historical behaviour, in connection to the University, and applies regardless of where the incident(s) may have occurred, including in-person, off-campus or through online platforms. Griffith University's Resident Gender-based Violence and Sexual Harm Guidelines explain how to make Disclosures or Formal Reports about incidents occurring within Griffith Accommodation and outlines the University's response to disclosures and reports.

The Staff Gender-based Violence and Sexual Harm Response Procedure guides and informs the way in which the University will support and respond to any matter involving gender-based violence or sexual harm. This includes support options, information on disclosure and reporting, resolution of formal complaints, formal investigation, external agencies, and third party and bystander disclosures. Please refer to these policies and procedures for detailed information on rights, responsibilities, reporting and response, including support options, complaint mechanisms, and investigation processes.

Griffith University has also launched its Sexual Harassment & Gender-Based Violence Prevention Plan. This plan is a key step towards continuing to foster a safe, inclusive, and respectful environment for all members of the University community. The Plan was developed in response to key legislative amendments in Queensland and works to highlight the identified risks, existing controls and future actions to be taken to prevent and respond to gender-based violence and sexual harm. By taking a proactive approach and implementing these initiatives, the University aims to continue building a culture of respect and accountability. It acknowledges that it is our collective responsibility to ensure that Griffith University is a place where everyone feels safe and valued.

Recruitment

The University understands that the organisational structures and processes must not impact on the ability of staff to access training, opportunities for promotions, or flexible working arrangements due to their gender. As per our Talent

Acquisition Policy, the University is committed to sourcing high-quality talent for its workforce, ensuring an equitable, transparent, competitive, and timely approach to the selection and appointment of employees free from bias and unlawful discrimination.

Flexible Work

For staff, the University has implemented policies and practices that allow for a flexible, inclusive workplace free from discrimination and harassment for women and gender diverse staff. It recognises the benefits of allowing a culture of diversity, creativity, and flexibility that leads to workplace satisfaction and higher work performance. Key policies include, but are not limited to, our Workplace Location Policy, Code of Conduct, Equity, Diversity and Inclusion Policy, and the Gender-based Violence and Sexual Harm Prevention and Response Policy.

Making a complaint

Should any staff and students believe the Code of Conduct or related policies are not being adhered to (including those related to staff harassment, bullying, and discrimination, student reports of bullying, harassment, discrimination and sexual harm, equity, diversity and inclusion, students with disability) the University has a Complaints and Grievances website, and our Workplace Discrimination, Harassment and Bullying website that provides information on policies, procedures, and options for making a complaint. The University also has a Reporting a concern website where students can provide anonymous or identified reports or disclosures of bullying, harassment, discrimination and sexual harm.

Access and participation

The University is committed to tracking applications, acceptance, entry, and participation at the University across underrepresented student groups, including women in non-traditional fields.

Griffith University supports women's applications and entry to the University, as part of our ongoing commitment to providing Access and Participation pathways for students from diverse backgrounds. Women's applications, acceptance, entry, and participation at the University are supported, especially in areas where they are underrepresented. Additionally, women have access to schemes to facilitate successful study and improve retention and graduation rates, such as mentoring, scholarships and other provisions (see https://www.griffith.edu.au/sustainability/initiatives-and-actions/access-and-pathways-for-women)

The University is committed to providing equitable opportunities for staff of all genders and gender expressions and to increase the representation of women in senior roles, including in leadership programs and appointments (see https://www.griffith.edu.au/careers-employment/industry-mentoring-program, https://staff.griffith.edu.au/working-at-griffith/staff-training-development-and-performance/career-development/mentoring, and https://www.wgea.gov.au/sites/default/files/documents/WGEA-Griffith-Uni.pdf).

In accordance with the Equity, Diversity and Inclusion Policy, the University's admissions processes for future students will not discriminate on the grounds of a person's age, race, sex, people with variations of sex characteristics (intersex), sexuality, gender identity and expression (including transgender and gender diverse identities), disability, marital/relationship status, parental status, family responsibilities, pregnancy, breastfeeding, religion or belief, refugee or asylum seeker status, political belief or activity, trade union activity, or a person's association with someone who identifies with any of these attributes.

Through admission, the University also seeks to provide access to women and gender diverse people who have experienced educational or social disadvantage. Griffith University admission aims to address the under-representation of specific community groups in university education, including monitoring the application,

acceptance, entry, and participation of under-represented groups such as First Peoples students, students with disability, and women in STEMM.

Additionally, for women in STEMM, Griffith University engages undergraduate women students in research programs to attract them to future research careers (see https://www.griffith.edu.au/sustainability/initiatives-and-actions/access-and-pathways-for-women)

Parental leave, birth-related leave, and ongoing carer responsibilities

Griffith University is committed to supporting staff with family responsibilities and to promoting equity, diversity and inclusion in employment, supporting parents of all genders to fulfil parenting responsibilities. Along with on-campus childcare, the University provides generous parental leave entitlements to care for newborn or adopted children and leave for ongoing carer responsibilities, such as family and special circumstances leave. The University also offers flexible working arrangements such as reversible part-time appointments to support parents to juggle work and parenting responsibilities.

Parental leave provides employees the opportunity to care for their child or children as the primary care giver during the first year of their parenting relationship (https://staff.griffith.edu.au/working-at-griffith/pay-and-benefits). For those with children, Griffith University provides childcare to staff and students, with fees subsidised by government and which can be salary sacrificed for staff, to help support participation in employment and studies (https://www.griffith.edu.au/engage/community/childcare). Along with childcare options for both students and staff, the University also has a procedure to support parents to breastfeed on campuses (Breastfeeding and Expressing in the Workplace Procedure) and facilities to express and breastfeed.

Gender pay gap and equal pay

Griffith University is committed to closing the gender pay gap and equal pay. Each year Griffith undertakes a detailed analysis to identify and remedy disparities and devise improved processes to reduce differences (https://staff.griffith.edu.au/working-at-griffith/equity-diversity-and-inclusion/gender-equity). As per our Equity, Diversity and Inclusion Policy, we commit to reducing, and wherever possible eliminating the gender pay gap and achieving pay equity including:

- the measurement and elimination of gender pay gaps for like work
- analysing and removing any known bias in the remuneration processes
- equity and transparency about pay scales or salary bands
- senior management accountability for pay equity
- identifying future opportunities to explore intersectional pay equity

Preventing and responding to gender-based violence

Griffith University recognises that staff and students may be among those within the community who are experiencing or have experienced domestic and family violence, and the impact of this may extend to the work and study environment. Consequently, Griffith's outlines the University's commitment to supporting staff and students who have been impacted by domestic and family violence and for those supporting them. Griffith University provides a range of options to support staff and students experiencing violence, including information, counselling, health services, security escort services, removal of contact details from the Griffith phone book, Harassment and Discrimination Officers, Domestic and Family Violence Staff Leave, and more. Additionally, all staff are required to complete training on Preventing and Responding to Gender-based Violence. This training raises awareness around understanding how gender-based violence is defined, recognised and responded to.

Definitions*

Domestic violence, In accordance with the Queensland Domestic and Family Violence Prevention Strategy 2016–2026 and the Domestic and Family Violence Protection Act (Qld) 2012, domestic and family violence occurs when one person in an intimate personal, family or informal care relationship (including current or former partners who are/were married, defacto spouses, parent/s of a child; engaged couples and couple relationships including same-sex couples and kinship relationships) uses physical or non-physical violence to maintain power and control over the other person. This can include a pattern of behaviour over time that involves, but is not limited to physical, sexual, emotional, psychological, or financial abuse, threatening, coercive or controlling behaviours aimed at dominating another person through fear and limiting personal autonomy.

Gender diverse usually refers to a range of gender expressed in differences ways for people whose gender does not conform to social expectations based on the sex they were assigned at birth. It is inclusive but not limited to non-binary and agender people. Non-binary, for example, refers to any gender that falls outside the binary of man or woman, or male or female. It is usually a descriptive term added to gender labels such as transgender/trans and genderqueer, but some people simply use non-binary to describe their genders. Some non-binary people may partially identify with a binary gender and self-describe as a “non-binary woman” or “non-binary man”.

Gender expression refers to the way in which a person can communicate 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. Gender expression may indicate a person’s gender identity but not always and it may shift over time.

Intersectional/intersectionality means the impact of multiple and interconnected identities or ‘categorisations’ on disadvantage and privilege.

People with variations of sex characteristics (intersex) have innate variations of sex characteristics that do not fit medical and social norms for female or male bodies, which create risk and experiences of stigma, discrimination, and harm.

Pay equity refers to equal pay for work of equal or comparable value. Equal pay is not only about wages, but also discretionary pay, allowances, bonus payments and superannuation, amongst other benefits. Unequal is just one of the many drivers of the gender pay gap.

Gender pay gap is the measure of how we value the contribution of all genders in the workforce.

Sex Discrimination occurs when a person (the discriminator) treats another person less favourably than, in circumstances that are the same or are not materially different, the discriminator treats or would treat a person of a different sex. It is fully defined within, and made unlawful by, the Sex Discrimination Act 1984 (Cth).

Sex-based Harassment (as outlined in the Gender-based Violence and Sexual Harm Prevention and Response) is similar to Sexual Harassment but refers to unwelcome conduct directed towards a person that is seriously demeaning to the person on the basis of their sex. A reasonable person would find that in the circumstances, the conduct would offend, humiliate or intimidate. Examples include:

- asking intrusive personal questions based on a person’s sex
- making inappropriate comments and jokes to a person based on their sex
- making sexist, misogynistic and misandrist remarks about a specific person.

It is fully defined within, and made unlawful by, the Sex Discrimination Act 1984 (Cth).

Sexual Harm (as outlined in the Gender-based Violence and Sexual Harm Prevention and Response) is any unwanted behaviour of a sexual nature. Sexual Harm includes sexual assault, rape, Sexual Harassment, sex-based harassment, and any other unwanted sexual behaviour, whether online or in person. The behaviour may result in a person feeling uncomfortable, frightened, distressed, intimidated, or harmed either physically or psychologically). It includes any unwanted behaviour of a sexual nature, including recent and/or historical behaviour, in connection to the University, and applies regardless of where the incident(s) may have occurred, including in-person, off-campus or through online platforms.

Sexual Harassment (as outlined in the Gender-based Violence and Sexual Harm Prevention and Response) includes any unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature in circumstances where a reasonable person, having regard to all the circumstances, would anticipate the possibility that the person harassed would be offended, humiliated or intimidated. A single incident is enough to constitute Sexual Harassment – it does not have to be repeated. It is a form of harassment and includes any unwelcome or unsolicited conduct of a sexual nature that is offensive, humiliating, intimidating or threatening (as described in the Staff Harassment, Bullying and Discrimination Policy). The behaviour does not have to be repeated for it to constitute sexual harassment. Sexual harassment is unlawful under the Anti-Discrimination Act 1991 (Qld) and the Sex Discrimination Act 1984 (Cth) and constitutes misconduct. Further information on sexual harassment, as well as rights, responsibilities, reporting and response can be found in the Gender-based Violence and Sexual Harm Prevention and Response.

Sexual Misconduct (as outlined in the Gender-based Violence and Sexual Harm Prevention and Response) is a broad term that incorporates any misconduct of a sexual nature or with a sexual element which the University can respond to. It includes Sexual Harassment, sexual assault, sex-based discrimination, and other related forms of behaviour.

Transgender and Gender Diverse (TGD) is an umbrella term for people whose gender identity is different to that which was legally assigned to them at birth. It is inclusive but not limited to transgender, non-binary and agender people.

*Some definitions have been adapted from: the World Health Organisation (WHO), International Labor Organisation, Australian Human Rights Commission, Intersex Human Rights Australia and Workplace Gender Equality Agency, and Pride and Prejudice: Sexual and Gender Diversity at Griffith University Report.

Related Policies and Websites

This Gender Equity Statement should be read with other related University policies, procedures and websites, including:

- Athena Award Cygnet Application
- Code of Conduct
- Discrimination, Harassment and Bullying website
- Domestic and Family Violence Support Procedure
- Equity, Diversity and Inclusion Policy
- Equity, Diversity and Inclusion Reporting
- Equity, Diversity and Inclusion Website
- Gender Affirmation at Griffith University: Guidelines for Staff and Students
- Gender Affirmation Inclusion and Support Procedure
- Gender-based Violence and Sexual Harm Prevention and Response Policy
- Resident Gender-based Violence and Sexual Harm Guidelines
- Safe Campuses
- Sage Gender Equity
- Staff Gender-based Violence and Sexual Harm Response Procedure
- Staff Harassment, Bullying and Discrimination Policy
- Staff Harassment, Bullying and Discrimination Procedure
- Sexual Harassment & Gender-based Violence Prevention Plan
- Student Reports of Bullying, Harassment, Discrimination and Sexual Harm Procedure
- Student Reports of Gender-based Violence and Sexual Harm Procedure
- Student Resources
- Trans and Gender Diverse Inclusion