

Gender Equity Policy

Section 1 - Background and Purpose

(1) La Trobe is committed to promoting and encouraging gender equity and to addressing any gender imbalances that may exist within the University. This policy specifically covers our obligations and gender Equity commitments.

Section 2 - Scope

(2) This policy applies to all staff.

Section 3 - Policy Statement

Gender

(3) Gender refers to the social attributes and differences associated with being female, male or transgendered and does not replace the term 'sex' which refers exclusively to biological differences. In most societies there are differences and inequalities between women and men.

(4) Gender equity is achieved when people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they are a woman, man or transgender.

(5) La Trobe acknowledges and accepts the inherently different experiences of women and men. The aim of gender equity is to achieve broadly equal outcomes for all, not exactly the same outcome for all individuals.

La Trobe's Commitment

(6) La Trobe is committed to promoting and applying equal opportunity between women, men and transgender individuals by providing an inclusive working, learning and social environment in which the rights and dignity of all its staff are equal and respected.

(7) La Trobe is committed to fostering this through promoting and encouraging gender equity at all stages of the employment lifecycle including recruitment, retention, performance management, professional development, promotion, talent identification, succession planning, remuneration and resignations.

(8) To enable us to achieve this commitment, La Trobe will develop a gender equity strategy that will outline activities and programs designed to enhance and promote gender equity including monitoring and reporting on gender equity indicators in the employment life cycle.

(9) The following principles articulate our aspiration to apply and promote equity of opportunity at each stage of the employment lifecycle:

Recruitment

(10) Establish and maintain recruitment processes that take account of gender equity including, but not limited to, the formulation of job descriptions and the composition of shortlists and selection panels.

Retention and remuneration

(11) Include consideration of gender equity in the development of policies and procedures relating to the working conditions and benefits for staff such as remuneration and working arrangements. Introduce processes to enhance and maintain gender equity as required.

Performance Management Processes

(12) Establish performance management processes aimed to encourage and promote equal opportunity and promote awareness of gender equity in performance management processes.

Promotion

(13) Ensure requirements for promotion are fair, equitable and transparent and take account of the impact of caring responsibilities on working arrangements.

Talent identification/identification of high potentials and succession planning

(14) Establish processes for identifying high potential staff and succession planning that give due consideration to gender representation and gender equity.

Professional Development

(15) Provide professional development opportunities and special programs as required to encourage and support staff in their professional development.

Our Legal Obligations

(16) Under the [Workplace Gender Equality Act 2012](#) La Trobe also has a positive duty to support and improve gender equity outcomes at the University.

Section 4 - Procedures

(17) Nil.

Section 5 - Definitions

(18) Nil.

Section 6 - Stakeholders

Responsibility for implementation – HR Recruitment; HR Remunerations and Benefits; HR Organisational Development; Recruitment/appointment Managers; Managers; and Academic Promotions Committee.

Responsibility for monitoring implementation and compliance – Deputy Director, Diversity and Inclusion.

Status and Details

Status	Current
Effective Date	18th November 2016
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Expiry Date	Not Applicable
Responsible Manager - Policy	Regan Sterry Executive Director, Human Resources
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