

# Employer Public Report

## Contents

[Public Reports](#)

[Workplace Overview](#)

[Action on Gender Equality](#)

[Flexible Work](#)

[Employee Support for Parents and Carers](#)

[Harm Prevention](#)

### Submitted By:

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## Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

1. Public Report – Questionnaire
2. Public Report – Employee Data Tables

The Public Report must be:

3. Given to your CEO or equivalent for review, approval and sign off before lodgement.
4. Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

## Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



# Workplace Overview

## Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

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### 1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Policy; Strategy

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#### 1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions; Succession planning; Training and development; Talent identification/identification of high potentials; Key performance indicators for managers relating to gender equality

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### 1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy; Strategy

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#### 1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity; Aboriginal and/or Torres Strait Islander background; Cultural and/or language background; Disability and/or accessibility; Age

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### 1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

Reduce the organisation-wide gender pay gap; Increase the number of women in management positions; Increase the number of women in key management personnel (KMP) roles; Increase the number of women in male-dominated roles; Increase the number of men in female-dominated roles; Increase the number of men taking parental leave; To have a gender balanced governing body (at least 40% men and 40% women)



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

RMIT's Gender Equality Action Plan (GEAP) 2022-2025 implements strategic initiatives to foster workplace gender equality. By promoting this plan across RMIT's Colleges, Portfolios, Entities, and Global Campuses, we strengthen awareness of our commitment and support mechanisms, aligning with Annual Operating Plans and the RMIT Next Strategy. The Victorian Gender Equality Commission has assessed our GEAP as Compliant, with development of the next iteration beginning in 2025. RMIT holds an Athena SWAN Bronze Award for its work advancing gender equity and diversity in STEMM fields. Our two Cygnet Awards further demonstrate our commitment to removing barriers for women and gender-diverse individuals in academic STEMM positions, with additional cygnets underway. To address gender-based violence, RMIT has launched the Addressing Gender-based Violence Strategic Action Plan 2023-2027. This publicly available plan outlines prevention initiatives with an intersectional approach and responsive measures to incidents, prioritizing victim-survivor safety and support while exploring necessary systemic changes. The Inclusion, Diversity, Equity, and Access (IDEA) Framework establishes five key domains that guide RMIT's priorities across the organization, addressing systemic, societal, and cultural factors to create an environment that is "Inclusive by Design: Everyone, Everywhere, All the time."



# Workplace Overview

## Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

### 1.5 Identify your organisation/s' governing body or bodies.

**Organisation:** Royal Melbourne Institute Of Technology

#### A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

#### B. What is the name of your governing body?

RMIT Council

#### C. What type of governing body does this organisation have?

Council

#### D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	1	0
Members (excluding chairs)	7	4

#### E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

**Selected value:** Policy; Strategy

#### E.1 Do the formal policies and/or formal strategies include any of following?

Selection process for governing body members; Advertisement of governing body positions; Gender diversity on candidate shortlists



.....

**F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?**

Yes

Enter maximum length of term in years. If the term limit does not relate to a full year, record the part year as a decimal amount.

**For the Chair:** 5

**For the Members:** 3

.....

**G. Has a target been set on the representation of women on this governing body?**

No

**Selected value:** Governing body is already gender balanced (at least 40% women and 40% men)

.....

**H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?**

No

.....

**1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.**

Our Council membership is a mix of elected, council appointed, and government appointed members. The Council Handbook (which is provided to each Council Member as an induction/reference document) states: Council is committed to gender equality and aspires to a diversity of membership to ensure an optimal mix of skills, experience and diversity of perspective. Appointment processes are transparent and take into account staggered terms of appointment to ensure there is stability and regular renewal of membership. RMIT Council has a formal process administered through the Nomination, Remuneration and People Committee that takes into account the skills and experience requirements of Council, along with the requirements of the RMIT Act. Gender is part of the assessment tool the Committee relies on to assess membership needs.



# Action on Gender Equality

## Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

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### 2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Policy; Strategy

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#### 2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; 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 ensure managers are held accountable for pay equity outcomes; To implement and/or maintain a transparent and rigorous performance assessment process

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### 2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

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#### 2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation; A comprehensive gender pay gap analysis, looking at base salary and total remuneration, workforce composition, talent acquisition and employee movements

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#### 2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

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### **2.2c Did you take any actions as a result of your gender remuneration gap analysis?**

Yes

Created a pay equity strategy or gender equality action plan; Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees; Reviewed talent acquisition processes; Developed a strategy to address workforce composition issues – e.g. attracting more underrepresented gender into specific higher-paying roles

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

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### **2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.**

At RMIT, we know that the driver for our pay gap is gender imbalance at different levels and is not related to gender pay equity (which is a legal requirement). The proportion of female staff at HEW 5 and HEW 6 is substantial in its impact on pay gap, as is the lower proportion at the Senior Academic levels.





# Action on Gender Equality

## Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

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### 2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

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#### 2.4a How did you consult employees?

Employee experience survey; Consultative committee or group; Focus groups; Exit interviews; Performance discussions

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#### 2.4b Who did you consult?

ALL staff

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### 2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Policy; Strategy

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### 2.8 If your organisation would like to provide additional information relating to employee consultation on gender Equality in your workplace, please do so below.

We provide the RMIT community with multiple ways in which to provide feedback on gender equality programs, strategies, and projects. This consultation is done in several ways, allowing for flexibility. These include, but are not limited to:

- Staff networks
- Staff Survey outcomes (equality between genders is one of our highest rated items)
- Events
- Focus groups/listening groups
- Intersectional consultation - e.g. Disability and Neurodiversity network, Cultural Inclusion and Racial Equity Working Group
- Sustainability and Equity Evaluation (SEE) tool assessments



# Flexible Work

## Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

### 3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy; Strategy

#### 3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; Leaders are held accountable for improving take up and approval of workplace flexibility; Training on flexible working and remote/hybrid teams is provided to managers; Training on flexible working and remote/hybrid teams is available to all employees; All employees are surveyed on whether they have sufficient flexibility; The organisation's approach to flexibility is integrated into client conversations; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel; Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body; Flexible work offerings are available to all employees, with a default approval bias (all roles flex approach); 4-day work week/ 9-day fortnight (reduced hours with full-time pay); Management positions are designed to be able to be done part-time; All team meetings are offered online; The ability to job-share is incorporated into job design and advertising of new roles; Other

**Provide Details:** Regarding flexible work at RMIT, we monitor engagement through multiple channels, including our annual staff survey. While no specific numerical targets exist, we actively track positive engagement trends in flexible work arrangements.

### 3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	Yes	Yes
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	No	No



Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	Yes	Yes
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	Yes	Yes

### 3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

In 2024/25, RMIT continued to encourage all employees to consider flexible working arrangements and hybrid ways of working through our principles-based hybrid approach, allowing teams to discuss solutions that best suit their needs. Rates of formal flexibility have decreased over the reporting period as hybrid working approaches have become the norm. With hybrid working established, employees find less need to request formal flexible work arrangements since they can better manage life commitments alongside work responsibilities. Informal flexibility arrangements are widely encouraged and utilized, including adjustable start and finish times, flexible hours throughout the day, and flexibility in work location (whether on campus or remote). RMIT provides comprehensive guidelines and support resources for all staff and leaders, enabling everyone to achieve work-life balance while contributing to a thriving campus environment. There are three elements to our hybrid working approach: 1. During teaching and learning peak periods, the primary place of work for staff is on campus/or in the workplace. Teams are expected to work together with their leader to decide on a regular in-person presence on campus or in the workplace during peak periods. 2. Our regular presence on campus is built around in-person moments that ensure we're reconnecting with our teams, students and other stakeholders in a meaningful way. These moments are based on core role requirements, our connections with each other and contributions to our team. 3. Eight principles guide our approach to hybrid working, providing a framework for staff and leader conversations. RMIT's Enterprise Agreement includes specific hybrid working provisions for professional staff and requires team-based agreements, formalizing our commitment to flexible and collaborative working environments.



# Employee Support for Parents and Carers

## Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

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### 4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave using the primary/secondary carer distinction

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#### Do you provide employer-funded paid parental leave for:

Primary: Yes      Secondary: Yes

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#### 4.1a Please indicate whether your employer-funded paid parental leave is available to:

Primary: All, regardless of gender

Secondary: All, regardless of gender

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#### 4.1b Please indicate whether your employer-funded paid primary carers leave covers:

Primary: Birth; Adoption; Surrogacy; Stillbirth; Fostering

Secondary: Birth; Adoption; Surrogacy; Stillbirth; Fostering

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#### 4.1c How do you pay employer-funded paid parental leave?

Primary: Paying the employee's full salary

Secondary: Paying the employee's full salary

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#### 4.1d How many weeks of employer-funded paid parental leave is available to eligible employees?



**Primary:**

**Lowest entitlement:** 18

**Highest entitlement:** 24

**Secondary:**

**Lowest entitlement:** 4

**Highest entitlement:**

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**4.1e Who has access to this type of employer-funded paid parental leave?**

**Primary:** Permanent employees; Contract/fixed term employees; Other

**Provide Details:** Casual Employees are entitled to up to 52 weeks of unpaid parental leave. The unpaid leave is available from the point of hire. Casual employees are not entitled to paid parental leave.

**Secondary:** Permanent employees; Contract/fixed term employees

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**4.1f Do you require carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer-funded paid parental leave?**

**Primary:** No qualifying period

**Secondary:** No qualifying period

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**4.1g Do you require carers to take employer-funded paid parental leave within a certain time after the birth, adoption, surrogacy and/or stillbirth?**

**Primary:** Anytime within 6 months

**Secondary:** Anytime within 12 months

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**4.1h Does your organisation have an opt out approach to parental leave?  
(Employees who do not wish to take their full parental leave entitlement must discuss this with their manager)**

**Primary:** Yes



Secondary: Yes

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**4.2 Do you pay superannuation contributions to your employees while they are on parental leave?**

Yes, on employer funded primary carer's leave or equally shared parental leave (if applicable); Yes, on employer funded secondary carer's leave (if applicable)

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**4.3 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.**



# Employee Support for Parents and Carers

## Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

### 4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy; Strategy

#### 4.4a Do the formal policies and/or formal strategies include any of the following?

Gender inclusive language when referring to carers; Support for all carers (e.g. carers of children, elders, people with disability); Paid Parental leave; Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Job redesign to support family or caring responsibilities; Extended carers leave and/or compassionate leave; Other leave available to employees with family or caring responsibilities

**Provide details:** Carers leave for people with disability, children and elderly.

### 4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	Yes
Information packs for those with family and/or caring responsibilities	Yes
Referral services to support employees with family and/ or caring responsibilities	Yes
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	Yes
Internal support networks for parents and/or carers	Yes



Support mechanism	Answer
Targeted communication mechanisms (e.g. intranet forums)	Yes
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	Yes
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	Yes
Employer subsidised childcare	Yes
Parenting workshop	Yes
Keep-in-touch programs for carers on extended leave and/or parental leave	Yes
Access to counselling and external support for carers (e.g. EAP)	Yes

**4.6 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.**





# Harm Prevention

## Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women's workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

### 5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy; Strategy

#### 5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Disclosure options (internal and external) and process to investigate and manage any sexual harassment; Processes relating to the use of non-disclosure or confidentiality agreements; Expected standard of behaviour is clearly outlined and included in recruitment and performance management processes; Guidelines for human resources or other designated responding staff on confidentiality and privacy; Sexual harassment risk management and how control measures will be monitored, implemented and reviewed; Process for development and review of the policy, including consultation with employees, unions or industry groups ; Protection from adverse action based on disclosure of sexual harassment and discrimination; A system for monitoring outcomes of sexual harassment and discrimination disclosure, including employment outcomes for those impacted by sexual harassment and the respondent; The frequency and nature of reporting to the governing body and management on sexual harassment; Manager and non-manager training on respectful workplace conduct and sexual harassment

#### 5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

Answer	
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

### 5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?



Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	Yes	No	Yes	No
All non-managers	Yes	No	Yes	No
The Governing Body	No		Yes	No

### 5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment; The diverse experiences of sexual harassment and the needs of different people, including women, LGBTIQ+ workers, culturally diverse workers and workers with a disability.; Trauma-informed management and response to disclosures; Self-care and vicarious trauma training for employees, witnesses and responding staff; Responding to employees who engage in harassment or associated behaviours

### 5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

#### Members of the governing body

Yes

;Annually

#### Chief Executive Officer or equivalent

Yes

;Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy);Annually

### 5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes



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#### **5.4a Does your risk management process include any of the following?**

Identification and assessment of the specific workplace and industry risks of sexual harassment; Control measures to eliminate or minimise the identified drivers and risks for sexual harassment so far as reasonably practicable; Regular review of the effectiveness of control measures to eliminate or minimise the risks of sexual harassment; Consultation on sexual harassment risks and mitigation with staff and other relevant stakeholders (e.g. people you share premises with); Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions; Identification, assessment and control measures in place to manage the risk of vicarious trauma to responding staff

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#### **5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?**

Make workplace adjustments; Change or develop new control measures; Undertake and act on a culture audit of the relevant business or division; Train people managers in prevention of sexual harassment; Train identified contact officers; Train staff on mitigation and control measures

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#### **5.5 What supports are available to support employees involved in and affected by sexual harassment?**

Trained, trauma-informed support staff/contact officers; Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Union/worker representative support throughout the disclosure process and response; Reasonable adjustments to work conditions

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#### **5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?**

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process for disclosure to union/worker representative; Process to disclose after their employment has concluded; Process to disclose anonymously; Process for workers to identify and disclose potential risks of sexual harassment, without a specific incident occurring

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#### **5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?**



Yes

Number of formal disclosures or complaints made in a year; Number of informal disclosures or complaints made in a year; Anonymous disclosures through a staff survey; Gender of the complainant/aggrieved or victim; Gender of the accused or perpetrator; Outcomes of investigations

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### **5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?**

#### **Governing body**

Yes

Multiple times per year

#### **CEO or equivalent**

Yes

Multiple times per year

#### **Key Management Personnel**

Yes

Annually

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### **5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?**

Identified risks of workplace sexual harassment; Prevalence of workplace sexual harassment; Nature of workplace sexual harassment; Analysis of sexual harassment trends and reporter/respondent profiles; Organisational action to prevent and respond to sexual harassment; Outcome of reports of sexual harassment; Consequences for perpetrators of sexual harassment

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### **5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.**

RMIT has implemented a 5-year strategic action plan for addressing (prevention and response) gender-based violence, which is inclusive of sexual harassment and harm. This includes an approved 2-year workplan.



# Harm Prevention

## Family or Domestic Violence

### 5.10 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy;Strategy

### 5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	Yes
Confidentiality of matters disclosed	Yes
Training of key personnel	Yes
Flexible working arrangements	Yes
Workplace safety planning	Yes
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	Yes
Provision of financial support (e.g. advance bonus payment or advanced pay)	No
A domestic violence clause is in an enterprise agreement or workplace agreement	Yes
Access to medical services (e.g. doctor or nurse)	Yes
Offer change of office location	Yes
Emergency accommodation assistance	No

### 5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

#### Access to paid domestic violence leave?

Yes

#### Is it unlimited?

Yes

#### Access to unpaid domestic violence leave?

Yes

#### Is it unlimited?

Yes



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**5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.**

RMIT offers support through the Employee Assistance Program, People Team and Safer Community team to support for staff and students experiencing or impacted by sexual harm or family violence. Our leave provisions for paid are capped at 20 days, and unpaid not capped and are part of support options for staff dependent on the need and circumstances.



## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting

**Employer:** Royal Melbourne Institute Of Technology

**Employee count:** 9,722

**Primary industry:** 8102 - Higher Education

**Relevant employer:** Yes

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	385	361	0	0	747
	Full-time contract	135	131	0	0	269
	Part-time permanent	40	12	0	0	52
	Part-time contract	15	10	0	0	25
Professionals	Full-time permanent	1,043	989	0	0	2,042
	Full-time contract	271	347	0	0	625
	Part-time permanent	276	100	0	0	379
	Part-time contract	125	98	0	0	225
	Casual	1,717	1,610	0	0	3,392
Technicians And Trades Workers	Full-time permanent	63	118	0	0	183
	Full-time contract	8	7	0	0	15
	Part-time permanent	17	11	0	0	28
	Part-time contract	7	5	0	0	12
	Casual	51	38	0	0	94
Community And Personal Service Workers	Full-time permanent	10	1	0	0	11
	Full-time contract	1	1	0	0	2
	Part-time permanent	8	2	0	0	10
	Part-time contract	1	1	0	0	2
	Casual	19	8	0	0	28
Clerical And Administrative Workers	Full-time permanent	452	169	0	0	627
	Full-time contract	76	26	0	0	106
	Part-time permanent	119	19	0	0	141
	Part-time contract	26	9	0	0	39
	Casual	412	225	0	0	654
Sales Workers	Full-time permanent	2	0	0	0	2
	Part-time permanent	1	0	0	0	1
	Part-time contract	0	1	0	0	1
	Casual	6	3	0	0	10

\* Total employees includes Non-binary

**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	2	5	0	0	7
	Full-time contract	1	0	0	0	1
GM	Full-time permanent	31	20	0	0	51
	Full-time contract	20	16	0	0	36
	Part-time permanent	0	1	0	0	1
	Part-time contract	1	1	0	0	2
SM	Full-time permanent	172	212	0	0	385
	Full-time contract	69	91	0	0	163
	Part-time permanent	16	8	0	0	24
	Part-time contract	6	8	0	0	14
OM	Full-time permanent	180	123	0	0	303
	Full-time contract	45	24	0	0	69
	Part-time permanent	24	3	0	0	27
	Part-time contract	8	1	0	0	9

\* Total employees includes Non-binary



**Table 3 – Employee movements over reporting period**
**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	17	12	94	95	219
Part-time	Permanent	0	0	0	0	33	12	48
Full-time	Fixed-term	0	0	7	5	19	30	63
Part-time	Fixed-term	0	0	0	0	7	4	12
N/A	Casual	0	0	0	0	0	0	0

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			11	4			15
Part-time	Permanent			0	0			0
Full-time	Fixed-term			1	1			2
Part-time	Fixed-term			0	0			0
N/A	Casual			0	0			0

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	51	14	244	133	446
Part-time	Permanent	0	0	3	1	42	17	63
Full-time	Fixed-term	0	0	40	41	142	84	312
Part-time	Fixed-term	0	0	1	2	43	23	69
N/A	Casual	0	0	0	0	271	167	453

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1	1	30	37	182	139	393
Part-time	Permanent	0	0	2	0	33	10	46
Full-time	Fixed-term	0	0	19	19	151	144	335
Part-time	Fixed-term	0	0	1	1	81	47	133
N/A	Casual	0	0	1	0	1,555	1,306	2,932

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	2	1	17	23	87	69	200
Part-time	Permanent	0	0	3	1	40	15	60
Full-time	Fixed-term	0	0	4	6	55	38	104
Part-time	Fixed-term	0	0	0	2	27	19	48
N/A	Casual	0	0	0	0	27	17	45

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	9	0	112	6	128
Part-time	Permanent	0	0	0	0	21	0	21
Full-time	Fixed-term	0	0	1	0	16	3	20
Part-time	Fixed-term	0	0	0	0	4	0	4
N/A	Casual	0	0	0	0	3	0	3

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	9	1	29	39
Part-time	Permanent	0	0	0	0	0	1	1
Full-time	Fixed-term	0	0	0	2	1	16	19
Part-time	Fixed-term	0	0	0	0	0	2	2
N/A	Casual	0	0	0	0	0	0	0

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	0	0	0	0	0	0	0
Part-time	Permanent	0	0	0	0	0	0	0
Full-time	Fixed-term	0	0	0	0	1	0	1
Part-time	Fixed-term	0	0	0	0	0	0	0
N/A	Casual							

\* Total employees includes Non-binary