



There are many ways workplaces can support both women clients and those working within their organisation. Policies and procedures to increase gender equity include:

- Ensure you have family violence and financial abuse policies and procedures in place, and that staff know about them.
- Provide all staff with training about recognising and responding to family violence so that they are aware of what to do if a customer discloses their situation.
- Provide all staff with gender lens and inclusivity training.
- Provide referral pathways to financial counsellors, family violence specialist services and other community organisations. Ensure your staff are aware of these referral pathways and when they should be utilised.
- Develop a code of conduct that includes procedures for dealing with sexism, racism, homophobia, transphobia and ableism from both employees and customers.
- Address pay disparity by performing a gender pay gap analysis and ensuring women are paid at the same rates as men.
- Perform a gender equity audit to identify where organisational changes can be made.
- Increase workplace flexibility for everyone, not just mothers. This will encourage men to contribute more to unpaid caring work, taking some of the burden off women.
- Provide superannuation payments during parental leave, to help boost women's superannuation for retirement.
- Increase the number of women and gender diverse staff, at all levels including management.
- Develop family violence policies and procedures to assist employees who are experiencing family violence.
- Develop and implement a strong policy against sexual harassment in the workplace and a supportive workplace culture for women.