



Australian Government



Workplace
Gender Equality
Agency

2021 - 22 Compliance Program

Submitted by:

**RAC Insurance Pty Limited
(ABN:59094685882)**

**RACWA Holdings Pty Ltd
(ABN:60008985877)**

**RAC Tourism Assets Pty Ltd
(ABN:23168253085)**

**RAC Security Services (Wa) Pty Ltd
(ABN:44096235200)**

**RAC Travel Services Pty. Limited
(ABN:17009164176)**

**RAC Automotive Services Pty Ltd
(ABN:93095467226)**

**RAC Distribution Pty Ltd
(ABN:71092581470)**

RAC Motoring Pty Ltd (ABN:33009292228)

RAC Finance Limited (ABN:77009066862)

Date: 2022-06-08

#Workplace overview

Policies and strategies

1: Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

...Recruitment	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Retention	No(<i>Select all that apply</i>)
...No	Other (please provide)
...Currently under development	31-May-2023
...Other (please provide)	31-May-2023
...Performance management processes	No(<i>Select all that apply</i>)
...No	Other (please provide)
...Currently under development	31-May-2023
...Other (please provide)	31-May-2023
...Promotions	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Talent identification/identification of high potentials	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Succession planning	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Training and development	Yes(<i>Select all that apply</i>)
...Yes	Policy
...Key performance indicators for managers relating to gender equality	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	29-Apr-2022
...Other (please specify)	29-Apr-2022

2: Do you have formal policy and/or formal strategy in place that support gender equality overall?

No(<i>Select all that apply</i>)	
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	30-Apr-2022

3: Does your organisation have any of the following targets to address gender equality in your workplace?

Reduce the gender pay gap

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.

In April 2022 our Executive team endorsed our Gender Equity Strategy and targets, while this was short of the reporting timelines we are delighted to have these in place for our planning and consideration for FY23. The focus of the strategy and targets is to support improvements and changes to our Gender Pay Gap as well as our gender composition across all levels at RAC.

Throughout FY22 RAC have delivered a number of actions and initiatives as it relates to Gender Equity to support policy and strategy work.

RAC delivered our pilot GM Sponsorship program targeted to support females are RAC (Motoring and Home Services)

RAC delivered our first Keeping Connected Trial - supporting parents on parental leave and returning to work (Motoring and Home Services)

KPI's for Gender Equity have existed in more mature businesses at RAC where Senior leaders have had Gender Pay Gap targets. Targets will apply across all RAC from July 2022 onwards

RAC continue to track and monitor our talent data in context of our females in leadership roles

RAC also made public commitments to the Panel Pledge (Coalition of Change Champions) as well the WGEA Pay Equity Ambassador.

RAC have continued our strategic partnerships with Coalition of Change Champions as well as CEO's for Gender Equity

RAC have committed to completing our Gender Pay Gap reviews quarterly

RAC have continued to communicate to RAC people about what our Gender Pay Gap is and what we are doing to improve it

RAC developed a series of education and awareness sessions in support of International Women's Day with targeted key themes and messages

RAC have supported International Women's day for over 5 years

RAC have continued to listen to our people to gather feedback on topics that impact Gender Equity through our Listening Tours series

RAC implemented process changes to ensure we have gender representation on interview panels in the recruitment process

RAC have designed and delivered bespoke Talent sessions highlighting our female talent pipeline at all levels, supported by our long term Empower (female specific development program) as well as our Executive Sponsorship program

RAC designed and delivered new parenting / feeding facilities in a Collier Pass office

Governing bodies

RAC Insurance Pty Limited

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	RAC Insurance Pty Ltd
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	1
...Male	4
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(<i>Select all that apply</i>)
	Not a priority
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Not a priority
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not a priority
2.1: What is the name of your governing body?	Royal Automobile Club of WA (incorporated)
2.2: What type of governing body does this organisation have?	Management committee
2.3: How many members are on the governing body and who holds the predominant Chair position?	

...Chairs	
...Female	1
...Male	
...Non-binary	0
...Members	
...Female	5
...Male	9
...Non-binary	0
2.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	Yes(<i>Select all that apply</i>)
	Policy
2.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Do not have control over governing body/appointments
	council members are elected by our membership base and no control over the representation of women on this governing body
2.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not a priority

RACWA Holdings Pty Ltd

1: Does this organisation have a governing body?	Yes(<i>Provide further details on the governing body(ies) and its composition</i>)
1.1: What is the name of your governing body?	RACWA Holdings Pty Ltd
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	2
...Male	5
...Non-binary	0
1.4: Do you have a formal selection policy	

and/or formal selection strategy for this organisation's governing body members?	No(<i>Select all that apply</i>)
	Other (provide details)
	RAC undergo a comprehensive skills audit for all members on our governing bodies and actively seek equal gender representation in the shortlist for consideration.
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Not a priority
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not a priority

RAC Tourism Assets Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

RAC Security Services (Wa) Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	

...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

RAC Travel Services Pty. Limited

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

RAC Automotive Services Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local	

or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

RAC Distribution Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

RAC Motoring Pty Ltd

1: Does this organisation have a governing body?	No
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	
...Male	
...Non-binary	
...Members	
...Female	
...Male	
...Non-binary	
1.1: Is the governing body the same as the local or overseas ultimate parent?	Local ultimate parent organisation
1.1.a: Confirm how the ultimate parent's governing body/ies are being reported:	It is reported as part of this submission group.

RAC Finance Limited

1: Does this organisation have a governing	Yes(Provide further details on the governing
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body?	<i>body(ies) and its composition)</i>
1.1: What is the name of your governing body?	RAC Finance Limited
1.2: What type of governing body does this organisation have?	Board of directors
1.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	0
...Male	1
...Non-binary	0
...Members	
...Female	2
...Male	5
...Non-binary	0
1.4: Do you have a formal selection policy and/or formal selection strategy for this organisation's governing body members?	No(<i>Select all that apply</i>)
	Not a priority
1.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Not a priority
1.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not a priority
2.1: What is the name of your governing body?	Royal Automobile Club of WA (incorp)
2.2: What type of governing body does this organisation have?	Management committee
2.3: How many members are on the governing body and who holds the predominant Chair position?	
...Chairs	
...Female	1
...Male	
...Non-binary	
...Members	
...Female	5
...Male	9
...Non-binary	0
2.4: Do you have a formal selection policy	

and/or formal selection strategy for this organisation's governing body members?	No(<i>Select all that apply</i>)
	Not a priority
2.5: Has a target been set to increase the representation of women on this governing body?	No(<i>Select all that apply</i>)
	Not a priority
2.6: Do you have a formal policy and/or formal strategy in place on the gender composition of your governing body?	No
	Not a priority

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

Our Gender Equity Identity Resource Working Group report to the RAC Inclusion Council which includes our Executive Sponsors representing each of our Identify Resource Groups as well as our RAC business units. This has cross functional team with business representatives at all levels and metrics are reported to Board/s

#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

1.1: Are specific pay equity objectives included in your formal policy and/or formal strategy?

No(*Select all that apply*)

...No

Currently under development(*Select the estimated completion date.*)

...Currently under development

30-Apr-2022

2: What was the snapshot date used for your Workplace Profile?

31-Mar-2022

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?

Set targets to reduce any organisation-wide gap

Reviewed remuneration decision-making processes

Corrected like-for-like gaps

Trained people-managers in addressing gender bias (including unconscious bias)

Reported pay equity metrics (including gender pay gaps) to the executive

Created a pay equity strategy or action plan

.. Yes

Bi annual gender pay gap (GPG) audits (reviewing like for like roles) have been completed organisation wide. RAC utilise a job grading system on all job roles to ensure a consistent framework and assessment of roles.

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)

Findings are shared with the Executives and General Managers. An action plan is created following each audit to correct any gender pay differences. Communications with metrics on RAC GPG have been provided to all employees via Yello (RAC intranet). In FY22 RAC added an additional focus area on the Gender Equity Action Plan to include actions to address the Gender Pay Gap. This includes steps to inform our employees through Group wide communications channels on our current position as well as preparing education sessions for our employees on Gender Pay Gap. Ongoing work continues with analysis of our data and taking immediate actions if any gaps have been identified.

3: If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

RAC has a formal Gender Equity Identify Resource Working Group (GEWG), with a Group Executive being the primary sponsor and a General Manager as the Lead. The GEWG is focussing on enhancing gender equity at RAC. Detailed data analysis has been conducted to determine where these gaps currently exist in like for like roles, as well as at the various employment levels at RAC. We also have a gender equity action plan and in April 2022 our Gender Equity Strategy was endorsed by our Executive team.

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?

Focus groups
Survey
Consultative committee or group
Other (provide details)

...Other (provide details)

Consultation with employees through surveys, and Consultative Committee (GEWG) and focus Groups (Gender Equity Listening Tours) this year RAC completed our first external Inclusion Survey with Diversity Council Australia (DCA). RAC was awarded Inclusive Employer Accreditation 2021-2022

1.2: Who did you consult?

Other (provide details)
ALL staff
Human resources managers
Management

	Employee representative group(s) Diversity committee or equivalent
...Other (provide details)	Our Inclusion Council has a large proportion of Leaders and Executives on it. Varying levels of leadership from across the organisation participate in this forum as well.

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

9-Sep-2021

4: Does your organisation have shareholders?

No

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

Yes

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

RAC post news articles on our internal intranet (Yello) regarding WGEA and RAC's Gender Equity Working Group, for organisation wide visibility and has also more recently provided updated Gender Pay stats to highlight what RAC is doing with regards to our Gender Pay Gap. RAC initiated a series of "Listening Tours" in 2019 which have continued year on year for our General Managers and Executives to gain feedback directly from employees regarding Gender Equity in the workplace.

This year RAC completed our first external Inclusion Survey with Diversity Council Australia which measured and benchmarked our employees experience with inclusion and reported specifically on gender. RAC were awarded Inclusive Employer Accreditation 2021/22

RAC also note this was the first year to include more inclusive language in our surveys extending our gender lists to include a non-binary option. This principal has been applied to other internal people surveys as a result of this change and will continue with other people forms.

FY22 we have also developed and implemented our Diversity and Inclusion Strategic Communications framework, ensuring alignment and connection with key messages across all of RAC.

#Flexible work

Flexible working

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

Yes (*Select all that apply*)

...Yes	Policy
...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 (<i>Select all that apply</i>)
...No	Not a priority
...Targets have been set for men's engagement in flexible work	No (<i>Select all that apply</i>)
...No	Not a priority
...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	No (<i>Select all that apply</i>)
...No	Currently under development (<i>Select the estimated completion date.</i>)
...Currently under development	31-May-2024
...Team-based training is provided throughout the organisation	No (<i>Select all that apply</i>)
...No	Currently under development (<i>Select the estimated completion date.</i>)
...Currently under development	31-May-2024
...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)	Yes

...Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	31-May-2024
...Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body	No(<i>Select all that apply</i>)
...No	Currently under development(<i>Select the estimated completion date.</i>)
...Currently under development	31-May-2024
...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(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Compressed working weeks	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Time-in-lieu	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Telecommuting (e.g. working from home)	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Part-time work	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Job sharing	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Carer's leave	Yes(<i>Select one option only</i>)

...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available Informal options are available
...Purchased leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...SAME options for women and men	Formal options are available
...Unpaid leave	Yes(<i>Select one option only</i>)
...Yes	SAME options for women and men(<i>Select all that apply</i>)
...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?

Yes

4: Has your organisation implemented an 'all roles flex' approach to flexible work?

No

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
Employee performance is measured by performance and not presenteeism
All team meetings are held online

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.

#Employee support

Paid parental leave

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 (<i>Please indicate how employer funded paid parental leave is provided to the primary carers.</i>)
1.1.a: Please indicate whether your employer-funded paid parental leave for primary carers is available to:	All, regardless of gender
1.1.b: Please indicate whether your employer-funded paid parental leave for primary carers covers:	Birth Adoption 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?	16
1.1.f: What proportion of your total workforce has access to employer funded paid parental leave for primary carers, including casuals?	91-100%
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?	12
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(<i>Please indicate how employer funded paid parental leave is provided to the secondary carers.</i>)
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:	Birth Adoption Stillbirth
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?	4
1.2.f: What proportion of your total workforce has access to employer funded paid parental leave for secondary carers, including casuals?	90-100%
1.2.g: Do you require secondary carers to work for the organisation for a certain amount of time (a qualifying period) before they can access employer funded parental leave?	Yes
1.2.g.1: How long is the qualifying period?	12
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.

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(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...On-site childcare	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Breastfeeding facilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at SOME worksites
...Childcare referral services	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Internal support networks for parents	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Information packs for new parents and/or those with elder care responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Referral services to support employees with family and/or caring responsibilities	Yes(<i>Please indicate the availability of this support mechanism.</i>)
...Yes	Available at ALL worksites
...Targeted communication mechanisms (e.g. intranet/forums)	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Support in securing school holiday care	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not a priority
...Coaching for employees on returning to work from paid parental leave	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Parenting workshops targeting mothers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...No	Not aware of the need
...Parenting workshops targeting fathers	No(<i>You may specify why the above support mechanism is not available to your employees.</i>)
...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.

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

1.1: Do you provide a grievance process in any sex-based harassment 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):*)

...Yes

At induction
Every three years or more

...All employees

Yes (*Please indicate how often is this training provided (select all that apply):*)

...Yes

At induction
Every three years or more

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

Research from the recent parliamentary inquiry into workplace sexual harassment has provided recommendations that employers consider supporting a shift to a proactive approach (AHRC 2020). Sexual harassment has also been the subject of further spotlight in WA with the recent parliamentary inquiry into sexual harassment in the FIFO industry against women.

RAC recently completed a bow tie for sexual harassment which is a risk assessment tool for understanding preventative and control mechanisms to better understand proactive and reactive risk management. Outputs of this analysis include recommended controls and actions, for detailed review and implementation.

Furthermore, recent feedback from Group Executive and Holdings Board raised questions about how RAC can demonstrate prevention and response mechanisms to workplace sexual harassment.

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	Yes
...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(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of paid domestic violence leave (contained in an enterprise/workplace agreement) are provided?	10
...Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
...Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of paid domestic violence leave (not contained in an enterprise/workplace agreement) are provided?	10
...Access to unpaid leave	Yes(<i>Is the leave period unlimited?</i>)
...Yes	No
: How many days of unpaid domestic violence leave are provided?	10
...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(<i>Select all that apply</i>)
...No	Other (provide details)

...Other (provide details)	explore further as part of our FDV review process
...Offer change of office location	Yes
...Emergency accommodation assistance	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Explore further as part of the FDV review process
...Access to medical services (e.g. doctor or nurse)	No(<i>Select all that apply</i>)
...No	Other (provide details)
...Other (provide details)	Explore further as part of the FDV review process
...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.

RAC note that we have a policy where we can extend support to vulnerable members also.