

DFP recognises the importance of valuing diversity and promoting inclusion. We especially value the unique qualities, attributes, skills and experiences our employees bring to the workplace.

Given its international recognition and use in best practice workplace inclusion, the LGBTI acronym is used by DFP to extend to all those who are part of the wider diversity of bodies, genders, sexualities, relationships and identities. DFP is committed to fostering a safe and supportive culture where Lesbian, Gay, Bisexual, Trans or gender diverse and/or Intersex (LGBTI) employees feel respected, valued and are empowered to bring their whole selves to work.

LGBTI staff and candidates are welcomed and valued. All DFP policies are inclusive of LGBTI candidates, casual or contract workers and staff.

DFP acknowledges the significance of terminology and that the use of inappropriate language and terminology can be disempowering. DFP understands that LGBTI people form a diverse group and that sexuality, gender identity, gender expression and intersex variation may be one or multiple aspects of each person's identity.

To comply with the **2017 amendments to Marriage Act 1961** (Cth. Equal access to marriage) and the **Australian Workplace Equality Index** (the national benchmark for LGBTI workplace inclusion in Australia), DFP has amended the following definitions to be inclusive for LGBTI employees:

Partner: A person who, regardless of sex or gender, lives in a relationship as a couple with another person on a genuine domestic basis. The definition also includes a former spouse or de facto partner of the staff member.

Immediate Family: Partner (regardless of sex or gender); child, parent or sibling (including step relatives) of the staff member or of the partner of the staff member; a grandparent, grandchild, aunt or uncle of the staff member or of the partner of the staff member; person for whom the person has caring responsibilities arising from an Aboriginal and Torres Strait Islander kinship relationship of equivalent status to those listed above.

Carer: A person on whom a member of their immediate family or household is wholly or substantially dependent for personal care, support and assistance because of an illness, injury or emergency. A person is not considered a Carer if the care is provided on a commercial basis.

Parent: A person who has responsibility for the care of a child and includes a step-parent, adoptive parent, foster parent or guardian.

- DFP affirms that access to employment services should be free of prejudice, discrimination and bias.
- DFP recognises diversity of sexual orientation and gender identity as one of many diversities within our population. DFP is committed to equality of outcomes for all and therefore is committed to LGBTI inclusive practice.
- DFP recognises with regret, the trauma and discrimination LGBTI people have experienced through conventional structures and the impacts this has had on their lives and wellbeing. In contrast, DFP desires to provide a safe, welcoming and inclusive space for LGBTI people.
- Communication plays an important role in creating a place to work which is free of discrimination based on sex, gender identity and sexual orientation. Misgendering is using language to refer to a person that is not aligned with how that person identifies their own

gender or body. Where possible if unsure, DFP will ask a person directly and respectfully what is their preferred pronoun.



Kate Coath
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DFP Recruitment Services
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