



Fair Work  
OMBUDSMAN

# **LGBTQIA+ inclusion**

## Statement of intent





## Acknowledgment of Country and Traditional Custodians

The FWO acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters, skies, and community. We pay our respects to them, their cultures, and Elders, past and present.

We also respectfully acknowledge FWO's First Nations employees, customers, partners, stakeholders, and visitors.

**Artwork:** Stepping Forward by Timothy Buckley

## Vision

LGBTQIA+ is an inclusive term that represents a diverse spectrum of sexual orientations and gender identities, including Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other identities. The Office of the Fair Work Ombudsman is dedicated to fostering a safe workplace and positive workplace culture where LGBTQIA+ people feel respected, connected, and valued. The agency is committed to ensuring that all individuals are free from harassment and discrimination based on their sex, sexuality or gender identity, and that they have equal opportunities for professional growth and career development.

## Purpose

The purpose of this Statement of Intent is to outline our commitment to LGBTQIA+ inclusion and set out actionable steps we will take to support our vision. It outlines initiatives the agency has in place, and intends to take in the future, to provide a safe environment where all employees can bring their whole self to work, promote visibility, and celebrate diversity.

---

**In the 2024 APS Employee Census, 12.7% of FWO respondents and 9.2% of APS respondents identified as LGBTQIA+**



## Message from Simon Delamont (he/him), Executive Champion for LGBTQIA+

I am proud to present the Office of the Fair Work Ombudsman's commitment to LGBTQIA+ inclusion. I do so in my capacity as the Executive Director, People and Internal Communications, and as the Executive Champion of the PROUD! Employee network.

The FWO is committed to fostering a diverse and inclusive workplace for all employees. A workplace where all lesbian, gay, bisexual, transgender or gender diverse and/or intersex employees are welcome, respected, valued and supported. We know that when people are supported to bring their whole selves to work, they are happier and more engaged.

Together with our Proud network of LGBTQIA+ employees and allies, and leaders across the agency, I look forward to raising awareness of LGBTQIA+ inclusion by leading/championing the actions in this statement throughout the year. Through these activities, we will all contribute to our workplace culture, where people are empowered to be themselves, and feel safe and supported to thrive.

## Priority Actions

The following priority actions will support the agency in achieving the outcomes outlined in the FWO's **Diversity and Inclusion Strategy**. These actions aim to attract, recruit and retain employees from diverse backgrounds, life experiences, expertise and viewpoints.

- ▶ Communicate and promote this Statement of Intent so that all agency employees understand the agency's commitment to actions that support LGBTQIA+ inclusion and its significance.
- ▶ Complete a Foundation Level submission for the Australian Workplace Equality Index (AWEI) to assess and benchmark the agency's efforts towards LGBTQIA+ inclusion and inform future priorities and actions.
- ▶ Implement gender-neutral language in all agency documentation and communications.
- ▶ Ensure policies, including anti-discrimination, include protections for sexual orientation, gender identity, and gender expression.

## Ongoing Actions

The following ongoing actions will continue, to support LGBTQIA+ employees and ensure the agency maintains a culture that promotes inclusion.

- ▶ Provide opportunities to LGBTQIA+ employees and allies to connect and share with other LGBTQIA+ employees and allies through the Proud! employee network, external networks, roundtables, conferences and community events.
- ▶ Promote and encourage the inclusion of personal pronouns and statement of LGBTQIA+ commitment in signature blocks, supported by guidance and regular communications.
- ▶ Offer learning opportunities to develop understanding across the workforce about the challenges encountered by the LGBTQIA+ community, and how to demonstrate active allyship.
- ▶ Mark significant days and events for the LGBTQIA+ community through the agency's Calendar of Events and communications, fostering awareness and celebrations.
- ▶ Encourage and support visible signs of LGBTQIA+ pride and allyship in the workplace, such as displaying Pride flags or promoting the Proud! network at employee workstations.
- ▶ Maintain dedicated intranet pages providing information and learning opportunities for all staff, to build awareness and understanding of LGBTQIA+ inclusion, and how to be an ally.
- ▶ Provide support for employees affirming their gender, as outlined in the Gender Affirmation Guide, ensuring they have the necessary resources and accommodations.

## Proud! Employee Network

The Proud! Employee Network consists of employees who identify as LGBTQIA+ and allies. Members of the network make valuable contributions to promoting awareness and inclusion in our workplace. They actively participate in consultations on development opportunities, provide input on policy matters, and generously share their personal experiences. This collective effort helps create a more inclusive and supportive environment for all.

## Pride in Diversity Membership

As part of our commitment to understanding and implementing best practice workplace inclusion, the agency maintains membership of Pride in Diversity. This membership provides access to advice on best practice, awareness of emerging issues that impact the LGBTQIA+ community, expert-led interactive and self-paced learning opportunities for agency employees, networking with a range of government and private sector organisations through roundtables and networks, and benchmarking of our workplace practices through participation in the Australian Workplace Equality Index.

## References and Resources

- ▶ [Proud! Employee Network](#)
- ▶ [Learn and Discover – LGBTQIA+ intranet page](#)
- ▶ [Diversity and Inclusion Strategy](#)
- ▶ [Gender Affirmation Guide](#)
- ▶ [Pride in Diversity website](#)
- ▶ [Diversity Council Australia website](#)
- ▶ [Email signature guidelines](#)

## Review

We are dedicated to continually improving our efforts to support LGBTQIA+ inclusion and ensure that our workplace is a welcoming environment for all. This statement of intent will be reviewed every 2 years and updated as needed to reflect our evolving understanding and commitment.