

## Cisco

Cisco is an employer of choice for women through its unique culture, flexible work environment, focus on diversity and inclusion, innovative programs and commitment to supporting women. It believes in the value of investing in an environment to help employees successfully integrate work, life and family responsibilities. This includes adopting a flexible approach to employee working hours and requests to work from home. Flexibility at Cisco is enabled through technology that includes laptops, hand-held devices, company-sponsored high-speed home internet access and IP telephony. Technology at Cisco makes it possible for employees to easily work from home, access real-time business information and collaborate with colleagues and customers anywhere in the world.

Examples of initiatives that support women at Cisco include:

- A “Nippers in Networking” program that provides information and support for employees, before, during and after their child is born. The initiative includes a ‘Stay in Touch with Work’ program, ongoing use of a Cisco telephone and laptop during maternity leave and ‘Families at Work’ resource and referral program.
- The Australia/New Zealand Women’s Action Network (WAN) that contributes to strategic efforts to enhance Cisco’s success in attracting, developing and retaining talented female employees. It regularly organises development, leadership, mentoring and networking programs for female employees.
- WAN has also provided short term mentoring to 60 female high school students through its “Girls in IT” program and is partnering with the University of Technology on a number of programs aimed at redressing the low rate of participation by women studying IT and engineering at university.
- Part-time work guidelines that allow employees with family or carer responsibilities to request to work part-time hours. Additionally, its Carer’s Leave policy allows employees to take up to 10 days off work, either as unpaid leave or from their sick leave entitlements, to perform carer’s responsibilities.
- Partnering with Abacus Ark Corporate Childcare to offer employees access to a professional nanny service and other childcare solutions, including babysitting services and emergency childcare.

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