

Southgate Hotel Management / Langham Hotel

To summarize, Langham Hotel, Melbourne's EO initiatives include:

- 2 EO sessions per year conducted by the EOC. Attendance for Managers and Supervisors is mandatory. Langham's email, Intranet, Internet, Harassment, EO and Grievance policies are posted on notice boards outside HR. A one-hour segment during Hotel Orientation covers these areas and is conducted by the Human Resources Manager.
- Langham's sex-based discrimination policy is posted on notice boards, is part of their Associate Handbook which every employee signs prior to commencement of employment and is also extensively covered during the two-day Induction Program.
- This two-day program commences with a welcome from the HR Manager and it is at the onset that Harassment, Discrimination and Grievance Policies are covered verbally and via an activity to further illustrate the message.
- All employees complete an induction program within 3 months of commencement of employment.
- Langham's organisational structure indicates the overall strategy to identify the "best person for the job". Their experienced female managers hold the key positions of Managing Director, Director of Langham Logic, Director of Sales, Director of Catering and Conventions and Human Resources Manager.
- At Langham Hotel Melbourne, some of the key Department Heads are women. These are the people who benefit directly from the EO initiatives.

Director of Sales
Director of Catering and Conventions
Catering and Conventions Manager
Director of Langham Logic
Human Resources Manager
Learning and Development Manager
Front Office Manager
In House Sales and Loyalty Programs Manager
Guest Services Manager
Reservations Manager
Marketing Services Manager
Spa Manager

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