

TressCox Lawyers

TressCox's Equal Opportunity Initiatives

TressCox is an Equal Opportunity Employer that is committed to ensuring equal opportunity for all employees and potential employees in a workplace which is free from discrimination, harassment or bullying.

TressCox has in place a number of policies addressing important issues such as parental leave and sexual harassment which reflect its commitment to equal opportunity for all members of the firm. Our EO principles are strategically positioned within our organisation through regularly conducted information sessions and workshops, and through a culture committee which is a forum for workplace issues including Equal opportunity principles.

Provided below are some examples of Equal Opportunity initiatives that TressCox has implemented and the outcomes that have resulted from their implementation.

Initiative	Details	Outcome
Equal Opportunity Committee	The firm has established an EO committee to oversee its policies and procedures that promote EO.	The firm continually reviews its employment policies and practices to reflect our attraction and retention strategy. The committee has established protocol for the recruitment of professional staff both internally and externally which ensures position equity, workplace diversity and affirmative action.
Culture Committee	The Culture Committee meets regularly and is responsible for the achievement of the aims of the affirmative action program. All members of the firm are encouraged to become involved and actively participate in the initiatives.	The firm has implemented core and behavioural values which guide our workplace behaviour and growth. The committee inaugurate organisation, client and workplace initiatives, analyse the current workforce composition and continually review the firm's employment policies and practices. In consultation with the HR team they assist in ensuring EO compliance in the workplace.
Flexible working arrangements	The firm can offer our staff the option of working flexible hours that suit their daily routines, including the	The firm was recently identified in the ' <i>Australian Financial Review Annual Legal Survey 2006</i> ' as one

	<p>option of part time employment. We also can provide our staff with the technology and support that enables them to work from home as required (this includes women under pregnancy, potential pregnancy and breastfeeding).</p>	<p>of the firms in small to mid-tier with a strong representation of part time women which has positioned us competitively in the market in terms of attracting staff.</p>
<p>Parental Leave Policy</p>	<p>Consists of 4 components:</p> <ul style="list-style-type: none"> • Pre-Parental Leave Checklist • Parental Leave Policy • While You're Away – Stay Connected Program • Return to Work Plan <p>The firm is supportive of varying flexible types of work. Part-time, job share and casual positions are made available when practical to employees in order to accommodate their needs regarding child care arrangements and commitments on return from maternity leave.</p>	<p>The firm recognises the importance of work-life balance for all staff. The policy ensures all parents and potential parents have the same opportunities for career progression. The culture at TressCox values the ever changing needs of staff and their families to ensure a healthy workplace environment.</p>
<p>Commitment to ongoing education and training</p>	<p>Programs and developmental activities are aimed at providing employees with technical, personal and interpersonal skills and learning experiences reflecting the firm's culture and values. This approach is based on competency analysis, development and individual development plans and is therefore a fair and equitable process that is available to all employees.</p>	<p>TressCox is committed to continuous learning by providing employees with effective and appropriate learning programs. The firm also invests in leadership training for all its managers to enable continuous development. This is an internally developed leadership model based on key leadership principles and competencies.</p>
<p>Affirmative action</p>	<p>The objective of affirmative action is equal opportunity for women. Affirmative action is positive because it sets up processes in the workplace which will help to remove the potential problems and barriers women may face in</p>	<p>The firm has outlined the eventual career path of legal staff to encourage workplace commitment, progression and to inspire staff to pursue rewarding career paths within the firm. It definitely implements concrete</p>

	employment.	steps against the discrimination of women and encourages advancement for all levels of employment. The program ensures that all members or potential members of the firm are treated according to their skills, qualifications, abilities and aptitudes to ensure that we employ the best person for the job.
--	-------------	---

Media Contact:

Antonia Bentivoglio

Antonia_Bentivoglio@tresscox.com.au

02 9228 9271

Possible media talent (please arrange interview through Media Contact above):

Jennifer Cicero

National Accounting Manager

Phone number: 02 9228 9275

Carol Lee

Partner

Phone number: 07 3004 3507

Clare Mirabello

Partner

Phone number: 02 9228 9274

Julia Sorbara

Senior Associate

Phone number: 02 9228 9280

David Taylor

Consultant

Phone number: 02 9228 9241