

## **RMIT University**

- A Parental Leave Information Pack is available for anyone interested in accessing these benefits
- Their parental leave policy has been successful in supporting both men and women in caring for their families
- Quality childcare is provided on two campuses
- A return to work bonus is provided and can be used to offset childcare costs, to supplement pay if a women decides to go back part-time, a cash grant to fund research, attend conferences or study.
- Paid maternity leave is available and based on length of service – for example for staff who have been with the organisation for three years, 24 weeks paid leave is available.
- A workplace Fairness and Diversity Management Unit was established in 2006 to provide advice, case management and support to University employees with a focus on equal opportunity and diversity training and support.
- Scholarships are available for women in non traditional areas to encourage their development.
- 50% of executive level positions are held by women.