

## Australian Council for Educational Research

Some of the initiatives that uphold ACER's commitment to supporting women across the organization are as follows:

- Women returning from maternity leave may return to work initially at less than their normal fraction of full time.
- Favourable consideration is given to pregnant women regarding the provision of car parking for the duration of their pregnancy.
- A 'Parental Information Kit' is provided to expectant parents and outlines both entitlements and additional supports available for pregnant women and new parents.
- During the period of parental leave, staff members retain their email account and access to the ACER internal IT communications system.
- Refresher training is conducted for staff and managers on bullying, harassment and discrimination.
- A 'Caring for Older Family Members Information Kit' is provided to assist staff who are balancing work and family responsibilities. It recognises the significant role played by staff members in caring for older family members.
- Equitable access to career development opportunities, performance management and advancement programs.
- Equitable access to flexible leave and flexible working arrangements.
- A new EEO Exit Interview Form has been developed to enable ACER to gather more data from staff leaving ACER, to assess the effectiveness of policies and programs that support women.
- The CEO has been driving the development of the *ACER leadership development framework*. The framework is inclusive in the sense that it considers that leadership is exercised by individuals or groups whether or not they are in formal positions of authority. In this way all staff, irrespective of position, have equal access to leadership development opportunities.