

Teachers Credit Union

Teachers Credit Union implements a wide range of EO policies. Some innovative practices that have been successfully put into practice are flexible work arrangements, and our organisation's breast feeding at work policy. Currently two women work from home, at their request, and we have formally arranged this by providing the necessary equipment, work schedules and OH & S requirements.

Teachers Credit Union's breastfeeding policy allows women returning from maternity leave to express milk while at work in a private and hygienic space. Staff about to embark on Parental Leave (which includes maternity leave, paternity leave and adoption leave) are provided with an information pack (including a subscription to Mother and Baby magazine as a gift from the credit union) and directly approached by an HR staff member to discuss any preferences for part-time work and other options on return from leave.

Other initiatives include:

- A compulsory comprehensive training program for all staff on sex discrimination and harassment, and more general discrimination and harassment
- Development initiatives, including an external 'Springboard' program for women aspiring to management positions
- Financial seminars targeted at women's specific issues and needs, run by female staff

The CEO and senior management team support initiatives that allow women to step up and be recognised in the workplace and the public arena.

Please contact Teachers Credit Union's Senior PR Officer for further information or contact with staff benefiting from these policies.