

GPT Trans & Gender Diverse Application Guide

At GPT everyone counts. People really matter to us. We learn from our differences and we pull together as one. Life is precious, so safety and wellbeing are our priority, always.

In our recruitment process, we welcome applications from the LGBTQIA+ community, and we understand that trans and gender diverse applicants may have questions through the course of the recruitment process.

Here are a few ways in which we can support you;

■ Ensuring you have a fair, equitable and supportive recruitment experience

We understand that individuals may identify—or be acknowledged in the community—as a gender different from their birth-assigned sex, or as a gender that isn't strictly male or female.

There is no requirement to disclose or explain your gender identity, however if you choose to share this information, we're here to provide advice and support.

Recruitment personnel are committed to ensuring that trans or gender diverse candidates feel comfortable and supported during the recruitment process. Our Recruitment team is trained in 'Pride in Diversity LGBTQIA+ awareness' and our Head of Diversity, Inclusion & Wellbeing can work with relevant stakeholders and partners to assist you in navigating the recruitment process.

We are committed to demonstrating understanding, sensitivity and respecting your confidentiality, the principles of which you will find in our [Equal Employment Opportunity & Workplace Behaviour policies](#).

■ Encouraging you to be your authentic self

Whether you're attending an interview or starting as a new team member, you'll be supported as the gender with which you identify, wear the clothes or uniform of your affirmed gender, use the toilets and change rooms of your affirmed gender and be referred to by the name of your affirmed gender too.

■ Visible Inclusion

We are committed to fostering a workplace culture that champions inclusivity through tangible measures, such as installing signage for gender-neutral restrooms, distributing pride pins and lanyards, and employing other visible markers. Additionally, we actively encourage the use of preferred pronouns and inclusive language, while also endorsing participation in a range of LGBTQIA+ events and initiatives held within our buildings and workplaces.

■ Providing Gender Affirmation Guidelines

We are dedicated to continuous education, awareness, and ensuring our policies and processes are devoid of discrimination and harassment.

GPT promotes an inclusive workplace where employee differences are valued and everyone feels empowered to bring their whole selves to work.

For any employee who is affirming their gender, they can access up to 20 days paid Gender Affirmation leave per annum. Additional days, either paid or unpaid, may be granted at the discretion of the employee's manager in consultation with the People team.

If you have or are in the process of affirming your gender, we have Guidelines to support you through that journey. (<https://www.gpt.com.au/about-us/corporate-governance/policies>)

■ Our team of Pride Ally's

The GLAD team and Ally's Network actively work to celebrate, educate and share pride initiatives for our LGBTQIA+ community and Allies. The GLAD committee is made up of senior and passionate people from across all areas of the business.

We actively engage in various initiatives, join global pride movements, organize events for our LGBTQIA+ community and allies, and consistently explore avenues to expand inclusivity throughout our business.

■ Being committed as an employer of choice for the LGBTQI+ community

We partner with Pride in Diversity – a national Australian not-for-profit employer support program for all aspects of LGBTQIA+ workplace inclusion. We also take part in the Australian Workplace Equality Index (AWEI), highlighting the active role we play in creating an inclusive and supportive environment for the LGBTQIA+ community.

Want to know more?

We're here to provide you with support throughout the recruitment process.

If you are considering a career with GPT and you have any questions or concerns, please contact:

Lucy Nowland

Head of People Business
Partnering & Experience

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This information is for trans and gender diverse (including non-binary) candidates applying for roles at The GPT Group.

