RESPONSE RATE

Number of Questionnaires Distributed 3,344
Number of Questionnaires Completed and Returned 1,070
Response Rate 32%

Aggregate Sample Size 8,466 for Public Sector from June 2009 to Nov 2010

BACKGROUND DETAILS OF RESPONDENT EMPLOYEES

Gender of Respondent

<table>
<thead>
<tr>
<th>Gender</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Males</td>
<td>347</td>
<td>32%</td>
</tr>
<tr>
<td>Females</td>
<td>642</td>
<td>60%</td>
</tr>
<tr>
<td>No Response</td>
<td>81</td>
<td>8%</td>
</tr>
</tbody>
</table>

1,070 100%

Other EEO Groups

<table>
<thead>
<tr>
<th>Other EEO Group</th>
<th>Count</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal or Torres Strait Islander People</td>
<td>10</td>
<td>0.9%</td>
</tr>
<tr>
<td>People of Non-English Speaking Background 1 (NESB1)</td>
<td>75</td>
<td>7.0%</td>
</tr>
<tr>
<td>People with Disabilities</td>
<td>39</td>
<td>3.6%</td>
</tr>
</tbody>
</table>
EMPLOYMENT CLASSIFICATION

AGE PROFILE

SALARY PROFILE

Edith Cowan University
**Human Resource Management Issues**

8. Your immediate supervisor makes use of appropriate communication and interpersonal skills in dealing with you

- University %:
  - Disagree Strongly: 7
  - Disagree Somewhat: 8
  - Agree Somewhat: 31
  - Agree Strongly: 41

- Aggregate %:
  - Disagree Strongly: 6
  - Disagree Somewhat: 9
  - Agree Somewhat: 32
  - Agree Strongly: 44

9. Your immediate supervisor is effective in managing people

- University %:
  - Disagree Strongly: 10
  - Disagree Somewhat: 8
  - Agree Somewhat: 30
  - Agree Strongly: 34

- Aggregate %:
  - Disagree Strongly: 8
  - Disagree Somewhat: 12
  - Agree Somewhat: 32
  - Agree Strongly: 35

10. Your input is adequately sought and considered about decisions that directly affect you

- University %:
  - Disagree Strongly: 11
  - Disagree Somewhat: 10
  - Agree Somewhat: 30
  - Agree Strongly: 33

- Aggregate %:
  - Disagree Strongly: 8
  - Disagree Somewhat: 12
  - Agree Somewhat: 33
  - Agree Strongly: 33

11. You have confidence in the processes the University uses to resolve employee grievances

- University %:
  - Disagree Strongly: 13
  - Disagree Somewhat: 13
  - Agree Somewhat: 23
  - Agree Strongly: 12

- Aggregate %:
  - Disagree Strongly: 12
  - Disagree Somewhat: 16
  - Agree Somewhat: 27
  - Agree Strongly: 14

12. Recruitment and promotion decisions in this University are fair

- University %:
  - Disagree Strongly: 13
  - Disagree Somewhat: 14
  - Agree Somewhat: 26
  - Agree Strongly: 11

- Aggregate %:
  - Disagree Strongly: 13
  - Disagree Somewhat: 18
  - Agree Somewhat: 28
  - Agree Strongly: 15

---

Disagree Strongly | Disagree Somewhat | Agree Somewhat | Agree Strongly

Edith Cowan University
13. Generally speaking, the recruitment and selection processes in your workplace are unbiased and candidates are selected on the basis of merit.

14. Positions are generally advertised within a reasonable time of becoming vacant.

15. Decisions to second or transfer employees to equivalent or higher positions are made fairly.

16. Favoritism plays a part in the selection process for relieving or acting opportunities.

17. Performance development is fairly and consistently applied in your workplace.

18. Training opportunities in your work area are available to all employees.
19. Does your University have clearly documented appointment processes (including processes for secondment, transfer and acting)?

<table>
<thead>
<tr>
<th></th>
<th>University %</th>
<th>Aggregate %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Yes</td>
<td>44</td>
<td>43</td>
</tr>
</tbody>
</table>

52% neutral, no response
50% neutral, no response
### Human Resource Management Issues

20. Does your University have clearly documented policies and procedures for:

<table>
<thead>
<tr>
<th>Area</th>
<th>University %</th>
<th>Aggregate %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Induction, training and professional development?</td>
<td>23% neutral, no response</td>
<td>26% neutral, no response</td>
</tr>
<tr>
<td>Supervision and performance management?</td>
<td>26% neutral, no response</td>
<td>30% neutral, no response</td>
</tr>
<tr>
<td>Conduct and discipline processes?</td>
<td>36% neutral, no response</td>
<td>34% neutral, no response</td>
</tr>
<tr>
<td>Classification and review processes?</td>
<td>42% neutral, no response</td>
<td>43% neutral, no response</td>
</tr>
<tr>
<td>Grievance resolution processes?</td>
<td>39% neutral, no response</td>
<td>36% neutral, no response</td>
</tr>
<tr>
<td>Redeployment processes?</td>
<td>56% neutral, no response</td>
<td>53% neutral, no response</td>
</tr>
</tbody>
</table>

---

Edith Cowan University
21. If you commenced employment within the University in the last 12 months, did you participate in an induction program?

- Yes: 13
- No: 7

22. If you have been employed in the University for more than 12 months, have you participated in one or more performance development meetings with your supervisor in the last 12 months?

- Yes: 52
- No: 29

23. How often do you meet with your immediate supervisor, either formally or informally? (CEOs do not need to respond to this question)

- Never: 7
- Annually: 8
- Six monthly: 3
- Monthly: 17
- Fortnightly or more frequently: 56

- Never: 14
- Annually: 6
- Six monthly: 3
- Monthly: 17
- Fortnightly or more frequently: 67
24. Your University actively encourages ethical behaviour by all of its employees

25. Senior managers in your University lead by example in ethical behaviour

26. Are you familiar with your University's Code of Conduct?
27. Confidential information in your workplace is only disclosed to appropriate people

- University: 13 (Never), 24 (Sometimes), 41 (Often), 3 (Always)
- Aggregate: 13 (Never), 26 (Sometimes), 46 (Often), 1 (Always)

- 21% neutral, no response
- 14% neutral, no response

28. Decisions about purchasing are influenced by favouritism, gifts or incentives

- University: 3 (Never), 5 (Sometimes), 7 (Often), 35 (Always)
- Aggregate: 2 (Never), 6 (Sometimes), 53 (Often), 1 (Always)

- 50% neutral, no response
- 38% neutral, no response

29. You are treated with respect by your immediate supervisor

- University: 2 (Never), 11 (Sometimes), 19 (Often), 60 (Always)
- Aggregate: 2 (Never), 12 (Sometimes), 20 (Often), 60 (Always)

- 8% neutral, no response
- 6% neutral, no response

30. You are treated with respect by other employees in your University

- University: 10 (Never), 40 (Sometimes), 40 (Often), 13 (Always)
- Aggregate: 13 (Never), 40 (Sometimes), 41 (Often), 1 (Always)

- 10% neutral, no response
- 5% neutral, no response

31. People who report unethical behaviour in your workplace are protected from victimisation and harassment

- University: 6 (Never), 7 (Sometimes), 16 (Often), 16 (Always)
- Aggregate: 6 (Never), 10 (Sometimes), 20 (Often), 16 (Always)

- 54% neutral, no response
- 48% neutral, no response

32. Your University promotes management practices and processes that create and sustain a culture of integrity

- University: 6 (Never), 12 (Sometimes), 34 (Often), 26 (Always)
- Aggregate: 5 (Never), 12 (Sometimes), 40 (Often), 26 (Always)

- 22% neutral, no response
- 16% neutral, no response

33. Your University is committed to managing conflicts of interest and communicates relevant information to staff

- University: 7 (Never), 12 (Sometimes), 32 (Often), 21 (Always)
- Aggregate: 6 (Never), 13 (Sometimes), 37 (Often), 25 (Always)

- 28% neutral, no response
- 19% neutral, no response
34. Your University has policies and procedures in place that assist employees in managing conflicts of interest

35. Does your University have a policy and procedure regarding receiving and giving of gifts?

36. Your University has policies and procedures for reporting unethical behaviour, workplace bullying and misconduct

37. Practices and processes are in place for reporting unethical behaviour, workplace bullying and misconduct

38. Have you been aware of an occurrence of unethical behaviour in your workplace in the last 12 months?

39. If you have been aware of an occurrence of unethical behaviour in your workplace, did you report it?

40. During the last 12 months have you been subjected to bullying or harassment in your workplace?
41. Are you aware of the Public Interest Disclosure Act 2003 (the PID Act) and how to make a disclosure?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No, but know where to find out</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>51%</td>
<td>28%</td>
<td>10%</td>
</tr>
<tr>
<td>40%</td>
<td>30%</td>
<td>19%</td>
</tr>
</tbody>
</table>

University %

42. Would you use the PID Act to make a disclosure to the proper authority if you were aware of improper conduct in your workplace?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No, but know where to find out</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>56%</td>
<td>47%</td>
<td>11%</td>
</tr>
</tbody>
</table>

University %

43. If you made a public interest disclosure under the PID Act, are you confident that your rights would be protected?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No, but know where to find out</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>65%</td>
<td>52%</td>
<td>11%</td>
</tr>
</tbody>
</table>

University %

44. If you made a public interest disclosure under the PID Act, are you confident that your University PID Officer would adequately investigate the matter?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No, but know where to find out</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>69%</td>
<td>61%</td>
<td>8%</td>
</tr>
</tbody>
</table>

University %

45. If you made a public interest disclosure under the PID Act, are you confident that a Proper Authority (for example your own University, OPSSC, Ombudsman, Corruption and Crime Commission, Auditor General) would adequately investigate the matter?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No, but know where to find out</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>66%</td>
<td>57%</td>
<td>6%</td>
</tr>
</tbody>
</table>

University %
46. Your University is committed to creating a diverse workforce (for example gender, age, cultural background, disability status and Indigenous status)

- 23% agree strongly
- 36% agree somewhat
- 44% neutral, no response

- University %
- Aggregate %

47. Your workplace culture supports people to achieve a suitable work/life balance

- 11% disagree strongly
- 10% disagree somewhat
- 30% agree somewhat
- 32% agree strongly

- University %
- Aggregate %

48. Taking up flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements) would limit your career in your University

- 12% disagree strongly
- 24% disagree somewhat
- 22% agree somewhat
- 19% agree strongly

- University %
- Aggregate %

49. Your University’s policies support the use of flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements) and provide relevant information to staff

- 3% disagree strongly
- 9% disagree somewhat
- 37% agree somewhat
- 32% agree strongly

- University %
- Aggregate %

50. Your immediate supervisor supports the use of flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements) and accommodates the needs of employees

- 5% disagree strongly
- 7% disagree somewhat
- 30% agree somewhat
- 40% agree strongly

- University %
- Aggregate %

Edith Cowan University
Equal Employment Opportunity and Diversity

51. Has your University supported you in feeling confident in working with people from different diversity groups?*

- **University %**: 63%
- **Aggregate %**: 58%

52. Your workplace culture is equally welcoming of people from all diversity groups*

- **University %**: 81%
- **Aggregate %**: 79%

53. If not, people from which diversity group were not welcomed? (More than one group can be selected)

- CDB - Culturally Diverse Backgrounds: 27
- PWD - People With Disabilities: 14
- IA - Indigenous Australians: 12
- OTHER - other diversity groups: 18

54. Your immediate supervisor treats employees from all diversity groups in the workplace with equal respect

- **University %**: 80%
- **Aggregate %**: 80%

55. If not, people from which diversity group were not treated with equal respect? (More than one group can be selected)

- CDB - Culturally Diverse Backgrounds: 19
- PWD - People With Disabilities: 5
- IA - Indigenous Australians: 9
- OTHER - other diversity groups: 10

56. Your co-workers treat employees from all diversity groups in the workplace with equal respect

- **University %**: 79%
- **Aggregate %**: 78%

57. If not, people from which diversity group were not treated with equal respect? (More than one group can be selected)

- CDB - Culturally Diverse Backgrounds: 43
- PWD - People With Disabilities: 10
- IA - Indigenous Australians: 20
- OTHER - other diversity groups: 13

* Diversity groups:
- CBD - Culturally Diverse Backgrounds
- PWD - People With Disabilities
- IA - Indigenous Australians
- OTHER - other diversity groups

Edith Cowan University
58. Staff making unwelcome comments, jokes or remarks based on a person’s gender or diversity group status is acceptable behaviour in your workplace

- Agency %: 75%
- Aggregate %: 76%

14% neutral, no response
16% neutral, no response

59. Staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in your workplace

- Agency %: 78%
- Aggregate %: 80%

15% neutral, no response
14% neutral, no response

60. Staff making unwelcome comments, jokes or remarks based on a person’s gender or diversity group status occurs in your workplace

- Agency %: 71%
- Aggregate %: 70%

19% neutral, no response
19% neutral, no response

61. If yes, about which diversity group were unwelcome comments, jokes or remarks made about? (More than one group can be selected)

- CDB: 63%
- PWD: 16%
- IA: 29%
- OTHER: 38%

62. Unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in your workplace

- Agency %: 72%
- Aggregate %: 70%

25% neutral, no response
26% neutral, no response
Human Resource Management Issues by Senior Managerial Responsibility

8. Your immediate supervisor makes use of appropriate communication and interpersonal skills in dealing with you

9% neutral, no response

9% neutral, no response

9% neutral, no response

9% neutral, non response

8. Your immediate supervisor is effective in managing people

13% neutral, no response

16% neutral, no response

13% neutral, no response

16% neutral, no response

10. Your input is adequately sought and considered about decisions that directly affect you

11% neutral, no response

13% neutral, no response

11% neutral, no response

13% neutral, no response

11. You have confidence in the processes the University uses to resolve employee grievances

30% neutral, no response

42% neutral, no response

30% neutral, no response

42% neutral, no response

12. Recruitment and promotion decisions in this University are fair

24% neutral, no response

35% neutral, no response

24% neutral, no response

35% neutral, no response

Edith Cowan University
### Human Resource Management Issues by Senior Managerial Responsibility

13. Generally speaking, the recruitment and selection processes in your workplace are unbiased and candidates are selected on the basis of merit

<table>
<thead>
<tr>
<th>Agree Strongly</th>
<th>Agree Somewhat</th>
<th>Disagree Somewhat</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>32</td>
<td>39</td>
<td>12</td>
<td>11</td>
</tr>
<tr>
<td>Non SMR %</td>
<td>SMR %</td>
<td>SMR %</td>
<td>Non SMR %</td>
</tr>
</tbody>
</table>

14. Positions are generally advertised within a reasonable time of becoming vacant

<table>
<thead>
<tr>
<th>Agree Strongly</th>
<th>Agree Somewhat</th>
<th>Disagree Somewhat</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>27</td>
<td>46</td>
<td>13</td>
<td>5</td>
</tr>
<tr>
<td>SMR %</td>
<td>Non SMR %</td>
<td>SMR %</td>
<td>Non SMR %</td>
</tr>
</tbody>
</table>

15. Decisions to second or transfer employees to equivalent or higher positions are made fairly

<table>
<thead>
<tr>
<th>Agree Strongly</th>
<th>Agree Somewhat</th>
<th>Disagree Somewhat</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>19</td>
<td>39</td>
<td>14</td>
<td>11</td>
</tr>
<tr>
<td>SMR %</td>
<td>Non SMR %</td>
<td>SMR %</td>
<td>Non SMR %</td>
</tr>
</tbody>
</table>

16. Favoritism plays a part in the selection process for relieving or acting opportunities

<table>
<thead>
<tr>
<th>Agree Strongly</th>
<th>Agree Somewhat</th>
<th>Disagree Somewhat</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>25</td>
<td>26</td>
<td>13</td>
</tr>
<tr>
<td>SMR %</td>
<td>Non SMR %</td>
<td>SMR %</td>
<td>Non SMR %</td>
</tr>
</tbody>
</table>

17. Performance development is fairly and consistently applied in your workplace

<table>
<thead>
<tr>
<th>Agree Strongly</th>
<th>Agree Somewhat</th>
<th>Disagree Somewhat</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>50</td>
<td>17</td>
<td>8</td>
</tr>
<tr>
<td>SMR %</td>
<td>Non SMR %</td>
<td>SMR %</td>
<td>Non SMR %</td>
</tr>
</tbody>
</table>

18. Training opportunities in your work area are available to all employees

<table>
<thead>
<tr>
<th>Agree Strongly</th>
<th>Agree Somewhat</th>
<th>Disagree Somewhat</th>
<th>Disagree Strongly</th>
</tr>
</thead>
<tbody>
<tr>
<td>44</td>
<td>39</td>
<td>11</td>
<td>6</td>
</tr>
<tr>
<td>SMR %</td>
<td>Non SMR %</td>
<td>SMR %</td>
<td>Non SMR %</td>
</tr>
</tbody>
</table>
19. Does your University have clearly documented appointment processes (including processes for secondment, transfer and acting)?

<table>
<thead>
<tr>
<th></th>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>SMR %</td>
<td>5</td>
<td>69</td>
</tr>
<tr>
<td>Non SMR%</td>
<td>4</td>
<td>41</td>
</tr>
</tbody>
</table>

27% neutral, no response  
55% neutral, no response
## Human Resource Management Issues by Senior Managerial Responsibility

20. Does your University have clearly documented policies and procedures for:

<table>
<thead>
<tr>
<th>Area</th>
<th>SMR %</th>
<th>Non SMR %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Induction, training and professional development?</td>
<td>83</td>
<td>74</td>
</tr>
<tr>
<td>Supervision and performance management?</td>
<td>88</td>
<td>69</td>
</tr>
<tr>
<td>Conduct and discipline processes?</td>
<td>79</td>
<td>59</td>
</tr>
<tr>
<td>Classification and review processes?</td>
<td>75</td>
<td>52</td>
</tr>
<tr>
<td>Grievance resolution processes?</td>
<td>77</td>
<td>54</td>
</tr>
<tr>
<td>Redeployment processes?</td>
<td>57</td>
<td>37</td>
</tr>
</tbody>
</table>

---

Edith Cowan University
Human Resource Management Issues by Senior Managerial Responsibility

21. If you commenced employment within the University in the last 12 months, did you participate in an induction program?

<table>
<thead>
<tr>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>15</td>
</tr>
<tr>
<td>3</td>
<td>9</td>
</tr>
</tbody>
</table>

89% neutral, no response
77% neutral, no response

22. If you have been employed in the University for more than 12 months, have you participated in one or more performance development meetings with your supervisor in the last 12 months?

<table>
<thead>
<tr>
<th>No</th>
<th>Yes</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>80</td>
</tr>
<tr>
<td>10</td>
<td>64</td>
</tr>
</tbody>
</table>

11% neutral, no response
25% neutral, no response

23. How often do you meet with your immediate supervisor, either formally or informally? (CEOs do not need to respond to this question)

<table>
<thead>
<tr>
<th>Never</th>
<th>Annually</th>
<th>Six monthly</th>
<th>Monthly</th>
<th>Fortnightly or more frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>8</td>
<td>5</td>
<td>18</td>
<td>65</td>
</tr>
<tr>
<td>3</td>
<td>8</td>
<td>8</td>
<td>18</td>
<td>57</td>
</tr>
</tbody>
</table>

4% no response
6% no response

Edith Cowan University
24. Your University actively encourages ethical behaviour by all of its employees.

25. Senior managers in your University lead by example in ethical behaviour.

26. Are you familiar with your University's Code of Conduct?
27. Confidential information in your workplace is only disclosed to appropriate people

28. Decisions about purchasing are influenced by favouritism, gifts or incentives

29. You are treated with respect by your immediate supervisor

30. You are treated with respect by other employees in your University

31. People who report unethical behaviour in your workplace are protected from victimisation and harassment

32. Your University promotes management practices and processes that create and sustain a culture of integrity

33. Your University is committed to managing conflicts of interest and communicates relevant information to staff
### Ethics by Senior Managerial Responsibility

<table>
<thead>
<tr>
<th>Question</th>
<th>SMR %</th>
<th>Non SMR %</th>
</tr>
</thead>
<tbody>
<tr>
<td>34. Your University has policies and procedures in place that assist employees in managing conflicts of interest</td>
<td>28% neutral, no response</td>
<td>47% neutral, no response</td>
</tr>
<tr>
<td>35. Does your University have a policy and procedure regarding receiving and giving of gifts?</td>
<td>32% neutral, no response</td>
<td>59% neutral, no response</td>
</tr>
<tr>
<td>36. Your University has policies and procedures for reporting unethical behaviour, workplace bullying and misconduct</td>
<td>13% neutral, no response</td>
<td>27% neutral, no response</td>
</tr>
<tr>
<td>37. Practices and processes are in place for reporting unethical behaviour, workplace bullying and misconduct</td>
<td>15% neutral, no response</td>
<td>34% neutral, no response</td>
</tr>
<tr>
<td>38. Have you been aware of an occurrence of unethical behaviour in your workplace in the last 12 months?</td>
<td>36% SMR %</td>
<td>60% Non SMR %</td>
</tr>
<tr>
<td>39. If you have been aware of an occurrence of unethical behaviour in your workplace, did you report it?</td>
<td>16% No</td>
<td>21% Yes</td>
</tr>
<tr>
<td>40. During the last 12 months have you been subjected to bullying or harassment in your workplace?</td>
<td>17% Yes</td>
<td>6% Not sure</td>
</tr>
</tbody>
</table>

---

Edith Cowan University
Public Interest Disclosure Act 2003 by Senior Managerial Responsibility

41. Are you aware of the Public Interest Disclosure Act 2003 (the PID Act) and how to make a disclosure?

42. Would you use the PID Act to make a disclosure to the proper authority if your were aware of improper conduct in your workplace?

43. If you made a public interest disclosure under the PID Act, are you confident that your rights would be protected?

44. If you made a public interest disclosure under the PID Act, are you confident that your University PID Officer would adequately investigate the matter?

45. If you made a public interest disclosure under the PID Act, are you confident that a Proper Authority (for example your own University, OPSSC, Ombudsman, Corruption and Crime Commission, Auditor General) would adequately investigate the matter?

Edith Cowan University
46. Your University is committed to creating a diverse workforce (for example gender, age, cultural background, disability status and Indigenous status)

47. Your workplace culture supports people to achieve a suitable work/life balance

48. Taking up flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements) would limit your career in your University

49. Your University’s policies support the use of flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements) and provide relevant information to staff

50. Your immediate supervisor supports the use of flexible work options and leave arrangements (for example flexible start and finish times, part-time work, purchased leave arrangements) and accommodates the needs of employees
Equal Employment Opportunity and Diversity by Senior Managerial Responsibility

51. Has your University supported you in feeling confident in working with people from different diversity groups?
- Yes: 74%
- No: 65%

52. Your workplace culture is equally welcoming of people from all diversity groups?
- Yes: 91%
- No: 86%

54. Your immediate supervisor treats employees from all diversity groups in the workplace with equal respect
- Yes: 89%
- No: 85%

56. Your co-workers treat employees from all diversity groups in the workplace with equal respect
- Yes: 87%
- No: 84%

* Diversity groups:
  - CBD - Culturally Diverse Backgrounds
  - PWD - People With Disabilities
  - IA - Indigenous Australians
  - OTHER - other diversity groups

Edith Cowan University
## Equal Employment Opportunity and Diversity by Senior Managerial Responsibility

<table>
<thead>
<tr>
<th>Question</th>
<th>SMR %</th>
<th>Non SMR %</th>
</tr>
</thead>
<tbody>
<tr>
<td>58. Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in your workplace</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>12</td>
<td>84</td>
</tr>
<tr>
<td></td>
<td>11</td>
<td>79</td>
</tr>
<tr>
<td></td>
<td>4% neutral, no response</td>
<td>9% neutral, no response</td>
</tr>
<tr>
<td>59. Staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in your workplace</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>9</td>
<td>87</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>83</td>
</tr>
<tr>
<td></td>
<td>5% neutral, no response</td>
<td>10% neutral, no response</td>
</tr>
<tr>
<td>60. Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status occurs in your workplace</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>11</td>
<td>77</td>
</tr>
<tr>
<td></td>
<td>11</td>
<td>75</td>
</tr>
<tr>
<td></td>
<td>13% neutral, no response</td>
<td>14% neutral, no response</td>
</tr>
<tr>
<td>62. Unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in your workplace</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>78</td>
</tr>
<tr>
<td></td>
<td>4</td>
<td>76</td>
</tr>
<tr>
<td></td>
<td>21% neutral, no response</td>
<td>21% neutral, no response</td>
</tr>
</tbody>
</table>