

Appendix 8: Employee Perception Survey results for 2008-09

EEO and Diversity	No Response	Agree Strongly	Agree Somewhat	Neither Agree nor Disagree	Disagree Somewhat	Disagree Strongly	Don't Know or Doesn't Apply
Your agency is committed to creating a diverse workforce (eg gender, age, cultural background, disability and Indigenous status)	4.5%	43.0%	34.7%	8.9%	3.1%	1.6%	4.2%
Your workplace culture supports people to achieve a suitable work/life balance	4.8%	37.3%	34.7%	8.4%	8.6%	4.9%	1.4%

EEO and Diversity	No Response	Agree Strongly	Agree Somewhat	Disagree Somewhat	Disagree Strongly	Don't Know or Doesn't Apply
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 agency	4.5%	12.6%	24.0%	24.4%	22.0%	12.5%
Your agency'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	4.5%	36.3%	37.0%	8.4%	6.2%	7.7%
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	4.6%	44.5%	30.6%	7.1%	4.9%	8.2%

EEO and Diversity	No Response	Yes	No	Don't know / No Opinion
Has your agency supported you in feeling confident in working with people from different diversity groups? (for example people from culturally diverse backgrounds, people with disabilities, Indigenous Australians and other diversity groups)	4.9%	61.9%	9.4%	23.8%
Your workplace culture is equally welcoming of people from all diversity groups (for example people from culturally diverse backgrounds, people with disabilities, Indigenous Australians and other diversity groups)a	4.9%	81.7%	4.3%	9.0%
Your immediate supervisor treats employees from all diversity groups in the workplace with equal respectb	5.7%	82.3%	3.5%	8.5%
Your co-workers treat employees from all diversity groups in the workplace with equal respectc	5.5%	79.7%	6.7%	8.1%
Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in your workplace	4.8%	9.3%	77.1%	8.7%
Staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in your workplace	6.2%	5.9%	81.7%	6.3%
Staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status occurs in your workplace	4.9%	11.4%	71.5%	12.1%
Unwelcome sexual advances or other unwelcome conduct of a sexual nature from staff occurs in your workplace	9.5%	4.5%	71.5%	14.5%

For questions marked a, b, c, and d, where response was “No” the following diversity groups were selected:

EEO and Diversity	People from Culturally Diverse Backgrounds	People with Disabilities	Indigenous Australians	Other
a. If not, people from which diversity group were not welcomed	33.8%	24.4%	25.2%	16.5%
b. If not, people from which diversity group were not treated with equal respect	34.2%	18.3%	21.7%	25.8%
c. If not, people from which diversity group were not treated with equal respect	43.2%	17.1%	26.3%	13.4%
d. If yes, about which diversity group were unwelcome comments, jokes or remarks made about	38.5%	14.6%	24.5%	22.4%