

# Information for LGBTQIA+ Candidates

## **Do you have a Gender Affirmation Policy with paid leave?**

Yes we do. Medibank will provide eligible employees with up to four (4) weeks paid leave to enable employees to take time for activities relating to gender affirmation. Please ask your Talent Partner for more information.

## **Do you have a specific contact for LGBTQIA+ people in your Employee Network?**

Our recruitment team will be able to connect you with someone in our Employee network.

## **Are LGBTQIA+ trained counsellors available via our Medibank's EAP offering?**

Yes, we do have counsellors who can support LGBTQIA+ employees and household members as part of our EAP. Employees can request this area of specialisation when they book an appointment (and they can do the same for family & domestic violence and sexual assault).

## **Does Medibank have an employee network?**

Yes! The Rainbow Collective is an internal, employee led pride network, championing LGBTQIA+ inclusion across our employee & customer base and creating ripples of change across the broader community.

## **Can I speak to someone in the employee network?**

Yes, we can connect you with our Rainbow Collective co-chair. We will work with you and the right people in the network so we can provide the right support and resources.

## **Are Medibank's policies inclusive of LGBTQIA+ employees and their families?**

All of Medibank's policies are inclusive of LGBTQIA+ employees and their families, including access to parental leave, carers leave, travel/relocation and access to our subsidised Private Health Insurance.

Our superannuation partner, Australian Super, ensures that LGBTQIA+ families are included in their [policies and the administration of super accounts](#). Similarly, our

Salary Continuance Insurance provider ensures that LGBTQIA+ families are included.

## **What training does the recruitment team undertake?**

The Medibank recruitment team undertakes yearly training with Pride in Diversity for the most up to date practices in regard to the LGBTQIA+ community recruitment. This training is attended by the entire recruitment team.

## **What training is offered to people leaders and people across the business?**

Alongside regular informative and collaborative sessions around inclusion and diversity, we have also launched the “Why LGBTQ+ inclusion?” and “How you can support by being an LGBTQ+ Ally” courses which form part of the LGBTQIA+ education series. This is a starting point for people in the business to stay informed.

## **What is Medibank doing for LGBTQIA+ customers?**

Medibank’s purpose is Better Health for Better Lives. This means everything we do as an organisation is aimed at improving the health and wellbeing of Australians and helping people lead better quality lives. We do this for the LGBTQIA+ community by attending as many Regional Pride events with our retail vans and offering free health checks. This means that community members can get a health check in a safe and supportive environment without judgement.

We have also partnered with Acon’s [Welcome Here](#) campaign and designed all the customer facing retail stores, retail regional vans and pop-up stores, safe spaces for any member of the LGBTQIA+ community.

## **What is Medibank’s dress code?**

At Medibank, we encourage our employees to dress for their day, while maintaining a neat casual approach to dress. By providing you the flexibility to dress for your day, we hope to create an environment where people can bring their whole selves to work.

The same standards of dress and appearance apply to all people in our workplace. Trans and gender diverse employees should dress in a manner (or select uniforms) that best reflects their gender identity. For any questions or queries please reach out to [inclusion@medibank.com.au](mailto:inclusion@medibank.com.au).