



Applicant information

Transgender, Gender Diverse and Non-Binary candidates

EY

Shape the future
with confidence

At **EY**, we value diversity, equity and inclusion, and the creation of a safe workplace for all. When an employee works in an inclusive workplace, they have the best opportunity to reach their full potential. We do not discriminate against people because of their gender, sexual orientation or gender identity and expression.

We do not discriminate in the provision of working conditions, employment benefits, training, or opportunities.

Creating a culture of respect and inclusivity is one of EY's top priorities, and we are dedicated to ensuring that everyone feels included in our workplace. From the very beginning of your application process, we aim to provide you with an experience that embodies our commitment to inclusivity. We are committed to mitigating biases in our recruitment processes, ensuring that you are treated with respect, valued, and free from discrimination, regardless of your identity. The disclosure of your sex and/or gender identity is entirely up to you, and we are here to offer advice and support to help you navigate our recruitment process.

If you are in the process of affirming your gender during the recruitment phase, we can provide specific guidance on how to navigate this process. At EY, we have a zero-tolerance policy towards harassment, discrimination, and bullying, and any such incidents will be addressed in accordance with our Workplace Behaviour policy and Global Code of Conduct.

Supporting trans and gender-diverse candidates through our recruitment process.

We understand it can be daunting for candidates to disclose their LGBTQ+ identity when applying for a role - especially if they're transgender or non-binary. At EY, we fully support people to bring their whole selves to work, but if you would like to talk to someone specifically about how your sexual orientation or gender identity will be addressed through the recruitment process, please contact InclusiveRecruitment@au.ey.com.

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Everyone should feel able to bring their true self to work and feel safe and supported to thrive, regardless of their sexual orientation or gender identity. When everyone feels safe to fully be themselves, we all benefit from greater diversity of thought, innovation and engagement.

David Larocca

EY Regional Managing Partner and CEO, Oceania

EY Unity

Unity is a global EY network for LGBTQ+ people and their allies: people who believe in visibility and inclusion of LGBTQ+ people and play an active role in bringing that to life in the workplace. Unity is EY Oceania's longest-established employee network, balancing fun and belonging with purpose and social change. Our Unity network members are passionate about driving change.

Unity continues to evolve through the engagement and experiences of its members, and we're always looking for fresh ways to amplify voices, lead bold conversations, and engage with a wider audience. Every single voice in the LGBTQ+ community is honoured and appreciated.

Gender Network

The **Gender Network** is for women, men and non-binary people who are passionate about advancing equity and inclusion. It is a network where people show up, regardless of rank and background, and everyone takes responsibility for building a strong community, driving positive change, and celebrating our people who are making a difference.

EY's Gender Affirmation Awareness Guide

EY's Gender Affirmation Awareness guide outlines key terminology and points of contact relating to gender affirmation and the support EY will provide an employee during their gender affirmation journey. This includes a personalised workplace gender affirmation plan, additional leave, access to our EAP counsellors and Mental Health first aiders as well as support from our external workplace LGBTQ+ Partner. It details the roles and responsibilities of the individual affirming their gender and teams around them.

Thank you for considering EY in your job application. If you have any inquiries or need assistance, please don't hesitate to contact our team at InclusiveRecruitment@au.ey.com. Wishing you the best of luck, and we hope to meet you soon.

The EY Oceania Talent Acquisition Team



The better the question.
The better the answer.
The better the world works.

EY | Building a better working world

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All in to shape the future with confidence.

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