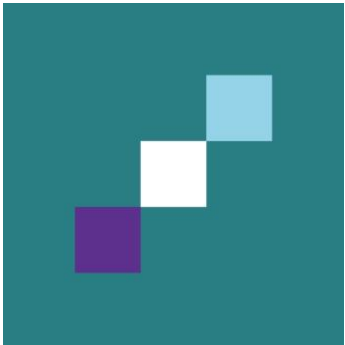




2025 Workplace gender audit compliance feedback report

Office of the Ombudsman Victoria

This report was generated on 13 Mar 2026 for the audit submission dated 27 Nov 2025.

About this report

We acknowledge the significant work that you have dedicated to the development and submission of your audit.

This report provides feedback on your 2025 workplace gender audit data submission. Your audit has been checked for compliance with your organisation's obligations under the [Gender Equality Act 2020 \(Vic\)](#) (the Act) and the [Gender Equality Amendment Regulations 2023](#) (the Regulations). It has also been checked against the Commission's data quality rules.

This report provides advice from the Commissioner about your compliance status. It provides detailed feedback where issues were found. It explains any next steps you need to take.

Outcome

The Commissioner has found that your submission:

- Meets the Commissioner's requirements for the 2025 compliance standard.
- Does not meet all requirements for your data to be used in the Commission's research publications.
- Meets all requirements for your data to be published on the Commission's [Insights Portal](#).

This means your audit submission is compliant.

What happens next and what do you need to do?

We encourage you to review the feedback provided in the following sections of this report.

If you choose not to address the feedback provided, your existing audit data will be published to our Insights Portal in late 2026. We will notify you when your data is published.

To preview how your results will appear on the Insights Portal please refer to Part 3 - Issues affecting your public results.

If you want to revise your data to address the feedback provided, please

- Follow the instructions for [resubmitting your data](#) on our website.
- Submit your revised audit by **Thursday 2 April 2026**.

Please note:

- You can resubmit your audit once.
- We will assess your audit for compliance and generate an updated report.
- If compliant, results without data quality issues will be published on the Insights Portal.

Findings

The Commission has reviewed your workplace gender audit:

- to determine if your audit is compliant with the requirements under the Act and Regulations; and
- for potential errors and discrepancies in your data.

This section is presented in three parts:

- Compliance issues that you are required to address
- Quality issues that affect the consistency and completeness of your audit and might prevent it from being used in the Commission's research publications
- Issues that may prevent your audit results from being displayed to the public via the Insights Portal.

Alignment between this report and the Data Quality Review report

The Data Quality Review (DQR) report on the Commission's reporting platform, provides an initial indication of the quality of your audit data. This report covers similar information, but its findings take precedence over the DQR.

This is because the compliance assessment process includes additional checks, including manual reviews that the automated DQR cannot perform. As a result, this report may identify issues that were not flagged in the DQR.

Compliance issues

Congratulations! The Commission did not find any issues in your audit that you need to fix.

However, there may be issues affecting the quality of your audit data.

Some of these issues may become compliance issues if repeated in 2027. If you are affected by any of these issues, they will be noted in the Detail column of the 'Specific data quality issues' table in Part 2 – Quality issues.

Quality issues

High quality audit results are essential to

- enable your organisation to gain actionable insights from your audit
- ensure the Commission can accurately assess your submitted obligations – including your progress report and GEAP, and
- allow the results from your organisation’s audit to be combined and analysed along with those of other public sector organisations covered by the Act to help drive gender equality improvements.

This section identifies areas for improvement. While these are not compliance failures, addressing them will ensure you meet the objectives outlined above. For 2026, the Commissioner has categorised data quality feedback into two groups:

- Issues within fields that transitioned from ‘recommended’ in 2023 to ‘required’ as of 2025
- Issues identified within any other fields.

Issues affecting newly ‘required’ fields

Some fields that were ‘recommended’ in 2023 became ‘required’ in 2025. These changes are described in the [2025 audit guidance](#).

These changes reflect the Commissioner’s expectation that organisations will collect this data and use it to measure aspects of gender equality. However, failure to provide this data in 2025 does not automatically result in a non-compliant outcome.

If your organisation could not provide this newly required data in 2025, you are expected to include strategies in your 2026 GEAP to remedy this well before the next audit in 2027.

Congratulations! The Commission did not identify any issues in your audit that affect fields that became ‘required’ in 2025.

Other data quality issues

The Commission found one or more issues affecting the quality, consistency or completeness of your audit data.

Some of these issues may become compliance issues if repeated in 2027. If you are affected by any of these issues, they will be noted in the Detail column of the ‘Specific data quality issues’ table below.

What do you need to do?

You do not have to address the feedback provided in this section. However, the Commission may exclude parts of your data from its publications if you do nothing. This includes our [Insights Portal](#) as well as our research publications.

What do we recommend you do?

- Review the feedback below.
- Review Part 3 - Issues affecting your public results to make sure you understand if any of these issues will create a gap in your publicly reported audit results.

If this is the first time your organisation has received a feedback report for your 2025 audit:

- Decide if you want to fix the issues we have found, to avoid the noted impacts.
- Refer to the instructions for [resubmitting your workplace gender audit](#) on our website.
- If you choose to resubmit your audit data, you must do so by **Thursday 2 April 2026**.

If your organisation has previously received a feedback report for your 2025 audit and this feedback report relates to your audit resubmission:

- Note the impacts.
- No further opportunity to revise and resubmit your 2025 workplace gender audit is being offered for the 2025 audit obligation cycle.

Any other specific issues with the quality of your data are shown in the table below.

Table: Specific data quality issues

Issue	Data affected	Detail
[E_12] If workforce groups have been provided, each workforce group includes at least 10 active employees.	Workforce group (Employee dataset)	Please refer to our website for more information about rule E_12 .

If you believe we have made a mistake in our assessment, or don't understand what you need to do, please contact us at enquiries@genderequalitycommission.vic.gov.au

Your submission contained no data, or incomplete data, in the following fields. The Commissioner recommends accurate and complete results to be available in these fields where possible to maximise the value of your audit.

Table: Data completeness issues

Issue	Dataset affected	Fields
No Data	Governing body	• Religion • Sexual orientation
No Data	Employee	• Religion • Sexual orientation
Incomplete Data	Employee	• Cultural identity

Issues affecting your public results

The public report is changing in 2026. We are updating the public report on the Commission's [Insights Portal](#) to better communicate audit results that help drive the sector towards improvements in gender equality. These changes will align the Insights Portal more closely with other public-facing materials, including:

- your audit results within your 2026 GEAP and progress report
- the Commissioner's next sector insights report that will be published in mid-2026.

The updated public report is not available to preview at the time of issuing this feedback. However, the following table shows which measures will be included in the updated report. It also confirms whether your audit results for that section will be displayed.

Please note that every measure (chart or table) in the updated public report will align either with the existing public report or with the performance report. You can view the performance report for your organisation on the reporting platform. It includes the performance measures, which are the minimum expected data for you to use in your GEAP and progress report (if you are required to complete one).

What do you need to do?

The information provided below is for your awareness. You are not required to act.

What do we recommend you do?

- Review the table below to see which parts of your audit data may be visible when published.
- Make sure that your organisation's key stakeholders know how your information will be publicly reported.

If this is the first time your organisation has received a feedback report for your 2025 audit:

- Decide if you want to fix the issues we have found, to avoid the noted impacts.
- Refer to the instructions for [resubmitting your workplace gender audit](#) on our website.
- If you choose to resubmit your audit data, you must do so by **Thursday 2 April 2026**.

If your organisation has previously received a feedback report for your 2025 audit and this feedback report relates to your audit resubmission:

- Note the impacts to your public report.
- No further opportunity to revise and resubmit your 2025 workplace gender audit is being offered for the 2025 audit obligation cycle.

Table: Audit data that will be published on the Commission's Insights Portal

Indicator	Measure	Will your data be visible in the report?	Issues preventing your data from being visible in the report?
1	Gender composition of senior leaders	✓ Yes	
	Gender composition of the workforce	✓ Yes	
	Gender composition of the workforce by employment basis	✓ Yes	
2	Gender composition of the governing body	✓ Yes	
3	Gender pay gap	✓ Yes	
	Gender pay gap (\$ for women per \$100 for men)	✓ Yes	
	Gender pay gap (months of work for women to match pay for 12 months work for men)	✓ Yes	
	Mean total remuneration gender pay gap by occupation group	✓ Yes	
	Mean total remuneration senior leader gender pay gap	✓ Yes	
4	Number of formal reports of sexual harassment	✓ Yes	
	Reasons for not making a formal sexual harassment complaint	✓ Yes	
	Satisfaction with handling of formal workplace sexual harassment complaint (Workforce)	✓ Yes	
	Satisfaction with handling of workplace sexual harassment complaint (EED)	✓ Yes	
	Sexual harassment formal complaint rate	✓ Yes	

Indicator	Measure	Will your data be visible in the report?	Issues preventing your data from being visible in the report?
	Sexual harassment occurrence rate	✓ Yes	
5	Gender composition of career mobility fields (recruitments, exits, promotions, secondments, career development training, higher duties)	✓ Yes	
	Perceptions of promotion, by gender	✓ Yes	
	Perceptions of recruitment, by gender	✓ Yes	
6	Average weeks of parental leave taken by gender	✓ Yes	
	Gender composition of formal flexible work arrangements	✓ Yes	
	Gender composition of parental leave takers	✓ Yes	
	Gender gap difference in carer's leave	✓ Yes	
	Perceptions of flexible work culture, by gender	✓ Yes	
	Proportion of workforce accessing formal flexible work arrangements	✓ Yes	
7	Gender composition of workforce by occupation	✓ Yes	