



Information for Trans and Gender-Diverse Applicants

FAQ's

Can I be known by my affirmed name if I haven't had a legal name change?

The Star allows all team members to be known under their affirmed name and gender. Most of The Star's systems run through a centralised program that recognises preferred or affirmed names and pronouns which reports through to the different systems within the business. However, as an industry that is monitored on compliance and bound by stringent legislative and regulatory requirements, there will be some areas of the business that will see the legal name and gender. The Star restricts this information as role-based access and team member confidentiality and privacy are always at the forefront.

Some roles at The Star will require you to undertake a police or probity check and apply to the regulator for licences or permissions pertinent to your role. These requirements will be clearly indicated in the position advertisement. When applying for these checks, probity, or licenses, you will be required to submit them to the authorities or regulators under your legal name and gender. As this is outside of the scope of The Star's control, we recommend that you contact them directly to answer any questions or concerns.

Are there all-gender bathrooms for team members?

The Star offers an all-gender change and bathrooms for Sydney team members and all-gender bathrooms in the Gold Coast and Brisbane.

Opening in 2024, The Star Brisbane property will also have all-gender bathroom options. For more information, please contact Jules Pooley, Diversity and Inclusion Manager by emailing diversity@star.com.au or Jules.Pooley@star.com.au

Can I wear a uniform that aligns with my gender identity?

Our Personal Dress Standards and Grooming Policy recognises challenges that people with gender diversity may face when it comes to uniforms. Our policy allows a team member to choose a uniform or corporate attire, that aligns with their gender identity. Uniforms options are gender neutral, and The Star allows anybody to express their gender if it meets the expectations set out in the policy.

Does The Star have a Gender Affirmation Policy?

The Star's Gender Affirmation Guide is available for any team member wishing to affirm their gender. The guide offers support for the affirming team members, leaders, People and Performance, and their peers or colleagues. The guide offers in more detail leave that is available, how to engage help for any education needed with immediate teams, internal and external support services and covers other barriers to consider when affirming your gender.



How else does The Star support trans and gender-diverse employees?

The Star ensures that its commitment to diversity and inclusion is represented in the policies and culture of the company. The Star has an established LGBTQI+ employee network group Proud@TheStar that is driven by employees who identify as part of the community or as an ally. The Star has also been recognised as a Gold Employer in the Australia Workers Equality Index. The Star ensures that all LGBTQI+ people are seen and covered under the company's policies.

Is there somebody I can speak to before applying for a role?

The Star has Talent Acquisition Partners who have received specialised training from Pride in Diversity in Trans and Gender Diverse recruitment. Please email careers@star.com.au and request for one of our team to contact you.

Alternatively, you can also reach out to our Diversity and Inclusion Manager, Jules Pooley at Jules.Pooley@star.com.au or Proud@TheStar team by emailing diversity@star.com.au.