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Inclusion and diversity

We're committed to building a diverse and inclusive workplace. See what we're doing to make it happen.

Focus on inclusion and diversity

Find out how we're building a workforce that reflects and includes Australians of all backgrounds.

Careers for people with disability or neurodivergence

Find out about our inclusive workplace and how we welcome people with disability and neurodivergence.

Diversity networks

We're encouraging our people to join our diversity networks to promote respect and equity.

Careers for Aboriginal and Torres Strait Islander peoples

We're committed to supporting Aboriginal and Torres Strait Islander peoples through meaningful career pathways.

Focus on inclusion and diversity

Find out how we're building a workforce that reflects and includes Australians of all backgrounds.

Last updated 1 August 2025

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Why diversity and inclusion are essential

A diverse and inclusive workforce leads to better results for everyone. Bringing together different perspectives sparks creativity, shares skills and increases productivity and representation.

A workforce that truly reflects the community we serve:

- connects with empathy
- builds stronger connections
- provides an improved service.

This allows us to make a real difference to Australians' economic and social wellbeing.

Our commitment to diversity and inclusion

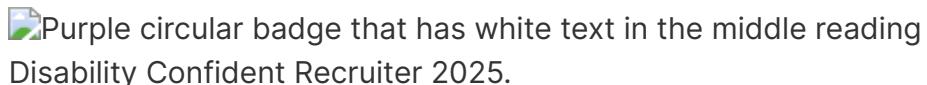
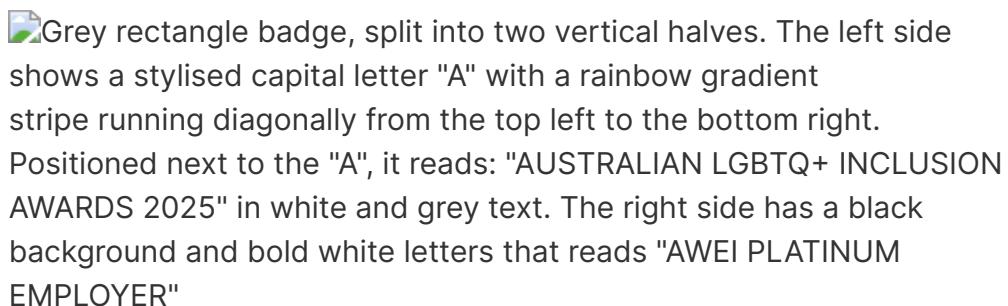
Our [commitment to diversity](#) and the initiatives in place, help us build, support and retain a diverse and inclusive workplace.

We've outlined our formal commitment in our [2024 Diversity and Inclusion Strategy](#). It describes what we're doing to create a more diverse and inclusive workplace, and why it's important.

Our achievements

We're proud:

- we have approximately 50% female representation at the senior leadership level
- our Aboriginal and Torres Strait Islander representation has increased to approximately 3.1%
- we received Platinum-Employer Status in the 2025 Australian Workplace Equality Index for the third year in a row – the ATO was the first Federal Government agency to achieve this, setting the benchmark for LGBTQ+ workplace inclusion
- to be recognised as a 2023 Australian Network on Disability's Access and Inclusion Index 'Top 10' performer
- we received the Disability Confident Recruiter Accreditation from the Australian Disability Network.



QC 102925

Careers for people with disability or neurodivergence

Find out about our inclusive workplace and how we welcome people with disability and neurodivergence.

Last updated 29 August 2025

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Our commitment to diversity

As a silver member of the [Australian Disability Network](#) and a 'Top 10' performer in their Access and Inclusion Index for 2023, we're reducing barriers to employment for people with disability by:

- creating an inclusive and disability confident workplace
- ensuring all people feel they belong and can have meaningful careers.

We offer employees with disability support through:

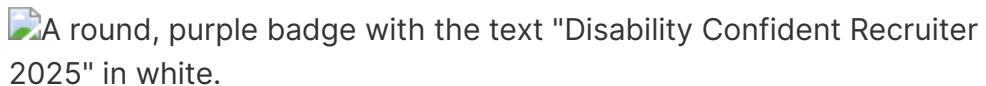
- senior leader diversity champions promoting an inclusive workforce
- disability confidence training for staff working with colleagues or supporting clients with disability
- Disability Inclusion Officers supporting employees with disability and improving understanding of disability across the ATO
- Disability Employment Officers promoting the attraction, retention and career development of employees with disability
- workplace adjustments and support for people with disability, neurodivergence or injury
- employee networks – National Disability and Ally Network, and Neurodiversity Network to create a workplace where diversity is acknowledged, respected and valued
- fostering a work environment that is openly supportive and inclusive of neurodivergence – this includes valuing practices and mindsets inclusive of all neurotypes and working styles.



Disability Confident Recruiter

We're proud to be recognised by the Australian Disability Network as a Disability Confident Recruiter employer. Through the Disability Confident Recruiter program:

- we provide an inclusive candidate experience
- remove unintended barriers for candidates.



How we help you apply

Affirmative measure – disability employment

We apply a disability affirmative measure to some of our recruitment processes.

If we apply the disability affirmative measure to a recruitment process:

- the position is only open to people with disability
- we'll let you know in the job advertisement and in the application form
- we'll use a competitive process to assess suitability and focus on the work-related qualities needed for the position.

Meaning of disability

For an affirmative measure – disability employment position, disability is defined as a current limitation, restriction or impairment, which has lasted, or is likely to last, for at least 6 months and restricts everyday activities. This also includes episodic conditions, if they are likely to recur.

For more information, see the Australian Public Service Commission (APSC) [definition of disability](#).

Evidence of disability

You must provide evidence of disability, to be eligible for an affirmative measure position. You don't need to include information about your type of disability, unless the vacancy has been restricted to people with a particular type of disability.

Evidence of a disability may be a:

- certificate or letter from a registered medical practitioner
- letter from a disability employment service or Workforce Australia provider
- letter from a secondary or tertiary institution disability services unit, in relation to a recent student
- current, approved National Disability Insurance Scheme plan.

You can also use the APSC [Template for providing evidence of eligibility for disability employment affirmative measure](#) .

RecruitAbility

[RecruitAbility](#)  aims to attract and develop applicants with disability. We apply the RecruitAbility scheme to all advertised vacancies **not** under a disability affirmative measure.

You can select to opt in to RecruitAbility in your application form. We'll progress you to the next stage of the assessment process if you:

- choose to opt-in to the scheme
- declare you have a disability, and
- meet the minimum requirements of the role.

Adjustments

Media: Talking Disability: Support for Employees with Disability.

<https://tv.ato.gov.au/ato-tv/media?v=bd1bdiub14u4au>  (Duration: 2:50)

An adjustment (also known as a reasonable adjustment) is a modification to a work process, practice, procedure or setting to reduce barriers to participation.

We make adjustments so you can:

- reach your potential in recruitment processes and training opportunities
- perform your duties safely and productively in the workplace
- have equal terms and conditions of employment.

Recruitment process adjustments

You can request an adjustment at any stage of the recruitment process.

Adjustments you can ask for include, but are not limited to:

- recruitment materials in accessible and alternative formats
- clear written and visual information about the interview process
- provision of interpreters, readers, attendants or other work-related assistance
- interview by phone or video
- questions in advance of the interview
- additional time for an interview
- opportunity to have a support person
- an interview environment that is inclusive for all candidates.

Let us know about adjustments or assistance you may need:

- on the job application form
- by reaching out to the contact officer to discuss and letting us know your preferred method of contact.

For an advertised role, you can find the contact officer details in the candidate information kit.

For general enquiries about reasonable adjustments:

- email peoplehelpline@ato.gov.au
- phone us on **13 15 50**
- if you accept a job with us, you can also request reasonable adjustments in the workplace as part of your onboarding.

National Relay Service

If you are deaf or find it hard to hear or speak to hearing people on the phone, you can phone us through the [National Relay Service](#) (NRS).

To make a relay call through the NRS all you need to do is:

- contact the NRS using the [NRS call numbers and links](#)

- ask for the number you want to call.

Hear from our people

Emma, Assistant Commissioner – SES Champion for Disability

'I firmly believe that we are all different and all bring something brilliant to this world. In my family we all live by the motto dis-ABILITY.'

Focussing on our abilities – what we can do, not what we can't do. I am committed to championing inclusive behaviours and to help others to do the same. I want our people to know, feel and see the value they bring to our organisation. My youngest daughter has a disability. This lived experience has shown me the complexities that people with disabilities and neurodiversity face, but equally the abilities, perseverance, and impact they bring to the world, every day.'

Michelle, Client engagement officer

'The Inclusion and Diversity team has been the real jewel in the crown for me as a neurodivergent person at ATO. They have been my champion and made sure I got the help I needed. Thanks to the wonderful support from the inclusion and diversity team, I never have to feel like I'm the 'odd one out' especially when I join a new area or team. Instead, I'm valued for what I bring and the section of the community I represent.'

If you want to work in an environment that is committed to ensuring you have a great day at work and always feel safe to be your best self when at work, this is the place for you.'

Apply today

Visit our ATO careers portal to:

- search and apply for jobs
- join our employment register to be considered for future jobs.

[Set up a job alert profile](#) to hear from us about jobs that match you as soon as they're advertised.



Search for job opportunities

Search for current vacancies and sign up for job alerts on our ATO Careers portal.

[Search current vacancies](#) 

[Sign up for job alerts](#) 

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Diversity networks

We're encouraging our people to join our diversity networks to promote respect and equity.

Last updated 9 September 2024

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[Employee diversity networks](#)

[Hear from our people](#)

Employee diversity networks

Our diversity networks provide a forum for employees to raise issues and support each other by sharing experiences and information.

Network members increase the visibility of workplace diversity initiatives. They fulfil commitments made in the [2024 Diversity and Inclusion Strategy](#).

Find out more about [our commitment to diversity](#) and the initiatives in place to build and support and diverse and inclusive workplace. We encourage our employees to join our diversity networks:

- [ATO Making Inclusion Count \(ATOMIC\)](#)
- [Cultural and Linguistically Diverse \(CALD\)](#)
- [Gender Equality network](#)
- [Generational Inclusion network \(Gen Inc.\)](#)
- [Moondani Indigenous employee network](#)
- [Kawutilin Indigenous ally network](#)
- [National Disability and Ally network \(NDAN\)](#)
- [Neurodiversity network](#)

ATO Making Inclusion Count (ATOMIC)

The ATOMIC network is for lesbian, gay, bisexual, transgender and intersex (LGBTI) employees and allies. Members aim to increase LGBTI+ visibility and promote a respectful, and equitable culture.

Cultural and Linguistically Diverse (CALD)

The CALD network is open to all employees. Members work to create a welcoming environment that celebrates cultural diversity. They encourage greater cultural awareness and increase visibility within the workplace.

Gender Equality network

The Gender Equality network supports carers and parents. It is open to all employees. Members work to:

- promote gender-equitable and inclusive behaviour
- reduce gender-related harassment and bullying
- embed gender equality in all aspects of our work.

Generational Inclusion network (Gen Inc.)

Gen Inc. is open to all employees. Members raise awareness and educate staff on the value of an age inclusive workforce. They create an environment which values the contributions of all employees.

Moondani Indigenous employee network

Moondani, means 'embrace' in the Woi Worrung language. The network enables Aboriginal and Torres Strait Islander employees:

- to support each other
- share information and experiences
- provide advice on workforce matters affecting Aboriginal and Torres Strait Islander employees.

Kawutilin Indigenous ally network

Kawutilin means 'coming together' in the language of the Wonnarua people. The network gives all employees the opportunity to support for Aboriginal and Torres Strait Islander colleagues.

National Disability and Ally network (NDAN)

NDAN is open to all employees with an interest in issues affecting employees with disability or impairment in the workplace. Members positively influence the work environment to ensure professional development of employees with disability.

Neurodiversity network

The Neurodiversity network is open to all employees who want to learn about and support staff who are neurodivergent. The network supports neurodivergent employees, carers and managers. It provides information and hosts forums and encourages sharing of lived experiences.

Hear from our people

Hear from our people on why they enjoy working with us.

Harjit, Assistant Commissioner – SES Champion for Culturally and Linguistically Diverse people

'I have been on the receiving end of racism for wearing my turban which ironically, I wear as a daily reminder to stand for respect and equality. This has made me more determined to ensure we all feel like we belong.'

'I am passionate about building an understanding of respect and equality across cultures.'

I believe that diversity in culture, experience and thought are some of our key strengths that help make the ATO a great place to work.'

Joanne – ATOMIC network member

'I was quick to join the ATOMIC network (ATO Make Inclusion Count) when I started working at ATO in 2011. It gave me a safe space where I could be open about my identity.'

'I've led many initiatives such as hosting events and days of visibility for the LGBTI+ community. In 2023 I was awarded an Australia Day Achievement Medallion recognising my efforts for advocacy for the LGBTQIA+ community and community fundraising. What makes me most proud though is that I get to promote the message that love is love and everybody deserves respect.'

Kath, Assistant Commissioner – SES Champion for LGBIT+ people

'I have always worked to be an active supporter of diversity and an ally to members of the LGBTI+ community. As the proud mother of wonderful and talented transgender daughter, I know the brilliance organisations stand to miss out on if they are not truly inclusive. I'm proud that at the ATO we have a culture that celebrates diversity and is so much better because of that.'

Susan, Assistant Commissioner – SES Age Inclusion Champion

'I have seen firsthand the wonderful benefits multi-generational teams bring to our workplace, the learnings, energy, experiences, creativity, and perspectives. Unfortunately, I've also seen and experienced the impact of age-related stereotyping.'

'I am committed to driving change to remove barriers to age inclusivity. For me this means ensuring a workplace where everyone feels they

belong and are respected and supported to bring their best selves to work.'

Louise – Deputy Commissioner

'There are so many female leaders in the ATO, which reflects the value the organisation places in women.'

Louise, Deputy Commissioner

Media: Meet Louise

<https://tv.ato.gov.au/ato-tv/media?v=bi9or7od9f37g8>  (Duration: 0:31)

QC 102928

Careers for Aboriginal and Torres Strait Islander peoples

We're committed to supporting Aboriginal and Torres Strait Islander peoples through meaningful career pathways.

Last updated 29 April 2025

On this page

[Our commitment to reconciliation](#)

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[Apply today](#)

Our commitment to reconciliation

In the ATO, we're focused on creating an environment where Aboriginal and Torres Strait Islander employees thrive in fulfilling careers and

culturally safe workplaces. Our aim is to build a workforce that reflects the diversity of the community we serve.

Our [Reconciliation Action Plan](#) builds on our achievements and sets new goals for us to pursue in line with the [National Agreement on Closing the Gap ↗](#).

We're proud to support Aboriginal and Torres Strait Islander employees through:

- the [Moondani Indigenous employee network](#)
- the [Kawutilin Indigenous ally network](#)
- Indigenous Liaison Officers who provide cultural advice and support to employees
- Indigenous Diversity Officers who support Aboriginal and Torres Strait Islanders employees in their careers
- opportunities for career development, including mentoring programs, leadership pathways, secondments, tuition assistance programs for tertiary students and a series of professional development events
- the Inclusion and Diversity team and the ATO Diversity and Inclusion Strategy
- the Reconciliation Project team and the ATO Reconciliation Action Plan
- First Nations ceremonial leave and leave to attend [NAIDOC Week ↗](#) activities.

Find out more about [our commitment to diversity](#) and the initiatives we have in place to build and support a diverse and inclusive workplace.

Affirmative measure – Aboriginal and Torres Strait Islander employment

We're committed to increasing the representation of Aboriginal and Torres Strait Islander employees in the ATO. We do this by:

- applying an affirmative measure to some of our recruitment processes
- offering [entry level programs](#) for Aboriginal and Torres Strait Islander peoples.

If we apply an affirmative measure provision to a recruitment process:

- the position is open only to Aboriginal and Torres Strait Islander peoples
- we let you know in the job advertisement and application form
- we use a competitive and culturally safe environment to assess suitability, focused on the work-related qualities required.

Affirmative measures aim to improve employment outcomes for Aboriginal and Torres Strait Islander peoples. They are permitted by the *Racial Discrimination Act 1975*.

Confirmation of heritage

To be eligible for employment under the affirmative measure, you must provide confirmation of your Aboriginal or Torres Strait Islander heritage.

You must provide us with documentation from an Aboriginal or Torres Strait Islander incorporated organisation. The document must confirm or endorse that you:

- are an Aboriginal person or Torres Strait Islander person, or both an Aboriginal and Torres Strait Islander person identify as an Aboriginal person or a Torres Strait Islander person
- are accepted by your community as being an Aboriginal person or a Torres Strait Islander person.

A wide range of Aboriginal and Torres Strait Islander incorporated organisations can provide confirmation. This includes but is not limited to:

- Aboriginal and Torres Strait Islander land councils
- Aboriginal and Torres Strait Islander corporations
- Aboriginal and Torres Strait Islander legal services
- Aboriginal and Torres Strait Islander medical services.

Your Confirmation of Heritage must be on the Aboriginal and Torres Strait Islander organisation letterhead, and include:

- your full name, date of birth, and address
- date the Confirmation of Heritage is approved (you may also include a resolution number or directors meeting date)

- your signature and witness signature by a chairperson or authorised signatory (such as the Board of Directors)
- a common seal stamp by the Aboriginal and Torres Strait Islander organisation, or the Chairperson's signature witnessed by a Board Director if a stamp is not available.

We'll ask you to provide your Confirmation of Heritage prior to issuing a job offer.

We acknowledge that Confirmation of Heritage is a sensitive matter and understand the complex history of Aboriginal and Torres Strait Islander peoples. We understand that in some cases obtaining official Confirmation of Heritage documentation can take some time, so we recommend you start the process as soon as possible.

Evergreen Program for Aboriginal and Torres Strait Islander peoples

If you're an Aboriginal or a Torres Strait Islander person, the [Evergreen Program](#) is an entry level program that provides you with the opportunity to explore the different types of work we have to offer.

The Evergreen Program runs for 12 months with an ongoing role, regular on-the-job training, a formal qualification and opportunity for promotion on completion. It's a unique opportunity to work and learn with a close cohort of Aboriginal and Torres Strait Islander colleagues.

Hear from our people

Hear from our Aboriginal and Torres Strait Islander employees and one of our SES Indigenous Champions on why they enjoy working with us.

Darius – Evergreen participant

'Prior to joining the Evergreen Program, I didn't have any office experience. Since then, I've completed a Certificate IV in Business as part of the Evergreen Program. I've worked on so many projects that I never thought I had the skills to do. I've had endless opportunities to develop and received many promotions. I'm now working as an Indigenous Liaison Officer, supporting the organisation to build cultural awareness and capability. It makes me proud that I've achieved the goals I set for myself.'

Nicole – SES Indigenous Champion

'I work on Wulgurukaba and Bindal Country. Since moving to the Townsville office, I have had regular opportunities to get involved in Indigenous events. I've seen first-hand the amazing talent and stories of my Aboriginal and Torres Strait Islander colleagues and community members. Our office has one of the highest representations of Aboriginal and Torres Strait Islander employees supported by large intakes of Evergreen participants who bring their unique perspectives and experiences to the job, enhancing our problem-solving abilities, improved customer service and connection to the community.'

Apply today

Visit our [ATO Careers](#) portal to:

- search and apply for jobs that have the affirmative measure – Aboriginal and Torres Strait Islander employment
- join our employment register to be considered for future jobs.

Set up a [job alert profile](#) to hear from us about jobs that match your skills as soon as they're advertised.

If you have any questions, you can email our Indigenous Liaison Officers at ATOCareers@ato.gov.au



Search for job opportunities

Search for current vacancies and sign up for job alerts on our ATO Careers portal.

[Search current vacancies](#) 

[Sign up for job alerts](#) 

Our commitment to you

We are committed to providing you with accurate, consistent and clear information to help you understand your rights and entitlements and meet your obligations.

If you follow our information and it turns out to be incorrect, or it is misleading and you make a mistake as a result, we will take that into account when determining what action, if any, we should take.

Some of the information on this website applies to a specific financial year. This is clearly marked. Make sure you have the information for the right year before making decisions based on that information.

If you feel that our information does not fully cover your circumstances, or you are unsure how it applies to you, contact us or seek professional advice.

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