



## Millicent Community Access Radio

### DIVERSITY POLICY – Code 2

#### 1. PURPOSE

- 1.1 Give clear direction on the philosophy of 5THEfm's with relation to equity in all activities and operations.
- 1.2 Ensure 5THEfm's volunteer workforce is appropriately diverse and establish how these objectives can be met and measured.
- 1.3 Ensure that all volunteers have access to, understand, and comply with 5THEfm's Diversity Policy.

#### 2. DEFINITIONS

##### 2.1 Diversity

Diversity refers to the visible and invisible differences that exist between people, such as, but not limited to:

- ethnicity and cultural background,
- gender,
- age,
- sexual orientation,
- physical abilities,
- economic status,
- geographical location,
- family status,
- religious beliefs,
- perspective and experience.

5THEfm in referring to the use of the phrase 'gender equality', supports the meaning whereby people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they are a woman or a man. This is supported by the definitions used in the National Workplace Gender Equality Agency and the Federal Workplace Gender Equality Act, 2012.

It also refers to diverse ways of thinking and working.

##### 2.2 Inclusion

Inclusion is actively valuing a person or group's diversity and providing opportunities for their full participation at every opportunity, regardless of differences.

5THEfm respects and values the principles of diversity, access and equity and the benefits of their application throughout our culture, organisational structure and station functions.

5THEfm strives to ensure that all our members and potential members have equal access to relevant information, services and opportunities, and that our culture, organisational structure and station functions are aligned with diversity principles.

5THEfm is committed to complying with applicable laws such as the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986 in all of our operations and aspires to demonstrate our commitment effectively to our members, potential members, sponsors and the broader community by promoting and embracing diversity and cultural competency, and by fostering anti-discrimination awareness and behaviours amongst volunteers.

#### 3. MANAGEMENT RESPONSIBILITIES

3.1 5 The Board of THE fm will ensure that all strategies, initiatives and activities promote diversity throughout our volunteer workforce, including Board and committees.



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3.2 The Board of 5THEfm will ensure that information about strategies, initiatives and activities is available to all who are entitled to have access.

3.3 The Board of 5THEfm will set measurable objectives and targets to achieve gender diversity on our Board and within our volunteer workforce.

3.4 All applications for Membership and Volunteering will be considered sensitively, and volunteering opportunities will be made available to applicants with different abilities or from diverse cultural and linguistic backgrounds, as far as practicable.

3.5 5THEfm will encourage input from our listener community in relation to programming, to enable a diversity of program content and format, as far as practicable.

### **4. MEMBERS / VOLUNTEERS RESPONSIBILITIES**

4.1 Uphold and demonstrate 5THEfm's Diversity Policy through behaviours in the volunteering workplace and at social and other functions when representing 5THEfm.

4.2 Attend diversity awareness training as required by 5THEfm.

4.3 Be assertive to prevent inappropriate and non-inclusive behaviours including but not limited to discrimination, harassment, bullying, victimisation and vilification.

4.4 To uphold applicable laws such as the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986, 5THEfm will not tolerate non-inclusive behaviour.

4.5 Willingly adapt their behaviours if required to ensure appropriate workplace conduct.