

# Mallee Community Broadcasters Inc. Diversity Policy

## DIVERSITY POLICY

### 1. *Purpose*

Mallee Community Broadcasters Inc. is committed to achieving equal opportunity and diversity in the radio media environment.

This policy provides the framework to ensure that Mallee Community Broadcasters Inc. is guided by the principles of equal opportunity, respect and inclusion and complies with the spirit and intent of federal and state legislation.

### 2. *Scope*

All members of the Mallee Community Broadcasters Inc. community have a responsibility to contribute to the achievement of an equitable working and learning environment and this policy applies to all members of the Mallee Community Broadcasters Inc. community including committee members and volunteers, contractors, visitors or individuals engaged in official relations with Mallee Community Broadcasters Inc.

### 3. *Principles*

Everyone at the workplace has a legal, as well as moral responsibility, to prevent bullying from occurring.

Under relevant health and safety legislation, Mallee Community Broadcasters Inc. primary duty is to eliminate or minimise, as far as reasonably practicable, the risks to health and wellbeing in the workplace. This duty includes the implementation of strategies to prevent workplace bullying.

Workers are required to take reasonable care for their own health and wellbeing, as well as that of others at the studio. They are required to also comply with any reasonable instruction given by Mallee Community Broadcasters Inc.

### 4. *Policy Statement*

Mallee Community Broadcasters Inc. does not discriminate against people based on age, race, colour, religion, ancestry, national origin, age, gender, sexual orientation, marital status, veteran status or physical or intellectual disability in the recruitment of students or the implementation of its policies, procedures and activities. Sexual harassment is prohibited.

Mallee Community Broadcasters Inc. is committed to ensuring the integration of the principles of equal opportunity for all volunteers and committee members in policies, procedures, decisions and operations. Organisational activities are underpinned by the principles that:

- All members of Mallee Community Broadcasters Inc. have the right to be treated fairly and equitably;

- There is equitable access to facilities for volunteers and equitable access to conditions and benefits for all members;
- All volunteers and committee members of the Mallee Community Broadcasters Inc. are entitled to a work environment free from unlawful discrimination, harassment, vilification, bullying or other adverse and inappropriate behaviours;
- Diversity is respected and appreciated as contributing to the richness of the media and learning environment;
- An inclusive and flexible environment, including the implementation of special measures when required, provides the best outcomes for the varied needs of the organisations diverse volunteer and committee member community;
- Equal opportunity does not mean treating everyone in the same way and that to redress the past disadvantages of particular groups, special measures are needed to improve engagement and educational opportunities for people from these groups. These groups include women, Aboriginal and Torres Strait Islander people, people with a disability and people from culturally and linguistically diverse backgrounds; and
- Staff and students have the right to raise complaints in good faith under Mallee Community Broadcasters Inc. complaints procedure without fear of retaliation or victimisation.

#### **5. Policy Implementation**

Mallee Community Broadcasters Inc. will promote equal opportunity by:

- Endeavouring to take all reasonable steps to ensure that the working and learning environment is free from unlawful discrimination, harassment, vilification, victimisation, bullying or other adverse and inappropriate behaviours.
- Implementing inclusive policies, practices and programs in all its activities and services to take account of the needs of the diverse community.
- Developing and implementing programs and special measures to improve access, participation, retention and success of volunteers and committee members from under represented equity target groups.
- Developing and implementing programs and special measures to improve access and outcomes for staff from under represented equity target groups.
- Monitoring and reporting on the organisation equal employment and diversity performance against identified priorities and legislative requirements.
- Implementing training and awareness raising strategies to ensure that all staff and students know their rights and responsibilities.
- Providing an effective procedure for complaints based on the principles of natural justice.

#### **6. Roles and Responsibilities**

Mallee Community Broadcasters Inc. has a legal and a moral obligation to provide equal opportunity in employment and a workplace free from discrimination and harassment. While progress has been made in many areas, the success of the equal

opportunity and diversity programs depends on the cooperation of the whole Mallee Community Broadcast Inc. community.

All volunteers and committee members are accountable for ensuring that their own behaviours comply with the Mallee Community Broadcasters Inc.'s commitments and relevant state and federal legislation.

**7. Gender Equality in the Workplace**

Gender equality in the workplace at Mallee Community Broadcasters Inc. includes strategies to address issues of the under representation of women in senior positions, the under representation of women in non-traditional areas of employment and study for women, workplace flexibility and the gender pay equity gap.

**8. Complaints**

Any complaints about breaches of the policy will be dealt with in accordance with Mallee Community Broadcasters Inc.'s Grievance Policy.

Complaints may also be made externally to the Australian Human Rights Commission, state Anti Discrimination Boards or to the Federal Fair Work Ombudsman.