

15.0 DIVERSITY POLICY



APPLICATION

This policy applies to all management, volunteers and guests of volunteers (collectively referred to within this Policy as 'Volunteers') of the Ellenbrook Community Radio (inc) (referred to within this Policy as Ellenbrook Radio) and outlines Ellenbrook Radio's workplace environmental policy.

POLICY

Ellenbrook Radio 88.5fm respects and values the diversity of its Volunteers, employees, customers and stakeholders and is committed to finding ways to actively support and encourage workplace diversity, now and in the future.

This policy describes the Ellenbrook Radio 88.5fm approach to diversity and inclusion and how these attributes are promoted and embedded in the workplace.

HOW WE WILL SUPPORT DIVERSITY AND INCLUSION

Diversity is the term used to describe the differences and uniqueness of all people –it includes skills, knowledge, experiences and perspectives of individuals and groups. It can refer to demographic characteristics, such as age, gender, gender identity, sexual orientation, intersex status, religion or national origin or social origin.

Diversity can also be recognised by personal characteristics such as disability, medical condition, carers' responsibilities, pregnancy or potential pregnancy and any other characteristic of an individual.

Some personal characteristics are protected against discrimination through state and federal legislation; however valuing diversity is broader, where differences are recognised and valued in a positive and proactive way.

Ellenbrook Radio 88.5fm will:

- a) Provide equal opportunity for all
- b) Value diversity within the workplace
- c) Undertake affirmative action initiatives where possible
- d) Recognise the benefits brought to the Organisation by diversity and inclusion
- e) Set expectations for leaders
- f) Encourage anyone to speak up if they encounter behaviour not conducive to this policy
- g) Eliminate unlawful behaviour.

Signed

Nicholas Antartis
Chairman

10 February 2021