



9.0 DISCRIMINATION

APPLICATION

This policy applies to all management, volunteers and guests off Ellenbrook Community Radio (inc) (referred to within this Policy as Ellenbrook Radio) and outlines Ellenbrook Radio's workplace discrimination policy.

Violation of this policy could result in disciplinary action specified in **GENERAL PRINCIPLES**.

OBJECTIVE

To provide a safe, diverse, inclusive, flexible and respectful environment for volunteers and clients **free from all forms** of discrimination, bullying and harassment.

Ellenbrook Radio volunteers are required to treat others with dignity, courtesy and respect. By effectively implementing our Workplace discrimination and harassment policy we will attract and retain talented volunteers and create a positive environment for volunteers.

VOLUNTEER RIGHTS, ENTITLEMENTS AND RESPONSIBILITIES

- a) Recruitment and selection decisions based on merit and not affected by irrelevant personal characteristics
- b) A workplace free from discrimination, bullying and sexual harassment
- c) the right to raise issues or to make an enquiry or complaint in a reasonable and respectful manner without being victimised
- d) reasonable flexibility in working arrangements, especially where needed to accommodate their family responsibilities, disability, religious beliefs or culture.
- e) Follow the standards of behaviour outlined in this policy
- f) Offer support to those experiencing bullying or harassment—to lodge an incident report **See Appendix 1**
- g) Treat everyone with dignity and respect.

APPLICABLE LAW

Discrimination on the grounds of sex, gender, race, colour, belief system, disability, marital or parental status, age, affiliation, opinion, medical record or association are under jurisdiction are forbidden under the laws of Western Australia. Volunteers, Management, Board Members and others to whom this policy applies must make themselves aware of the applicable law.

Signed

Nicholas Antartis
Chairman

10 February 2021