



DIVERSITY POLICY

1. Introduction

At Ellenbrook Community Radio (Inc) trading as Radio VCA88.5FM (Radio VCA88.5FM) we understand that we have a diverse group of people from culturally and/or linguistically diverse backgrounds both within our community we broadcast to and in our members and presenters of Radio VCA88.5FM. Radio VCA88.5FM is committed to building a diverse, equitable and inclusive environment which welcomes all forms of diversity as we recognise this enriches and positively strengthens Radio VCA88.5FM.

2. Purpose

The purpose of this **Diversity Policy** (Policy) is to establish guidelines for the understanding what is diversity. Radio VCA88.5FM respects and values the diversity of its volunteers and the diverse community which Radio VCA88.5FM broadcast to.

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.

3. Scope of Policy

This Policy aims to establish clear guidelines and the expected behaviour of all members, presenters and volunteers of Radio VCA88.5FM.

- We will provide equal opportunity for all.
- We value diversity in all its formats within the workplace and actively seek candidates from underrepresented backgrounds
- We undertake affirmative action initiatives where possible.
- We recognise the benefits brought to Radio VCA88.5FM by diversity and inclusion.
- We set expectations for leaders, ensuring a top-down approach with the Management Committee actively championing diversity and inclusion initiatives.

- We encourage anyone to speak up if they encounter behaviour not conducive to this policy without fear of judgement.
- We will eliminate unlawful behaviour and reinforce policies against discrimination, harassment, and bullying.
- In our activities and behaviour, we ensure that people are given the same opportunities as others in similar situations and oppose discrimination on the basis of age, disability, mental ill-health, medical conditions, sex characteristics, gender identity or expression, sexual orientation, race, nationality, culture, religion or being from a lower socio-economic community.

This Policy applies to:

- All members, presenters, and volunteers of Radio VCA88.5FM.

This policy should be read in conjunction with the following policies, available on Radio VCA88.5FM's website:

- Code of Conduct Policy
- Presenter Conduct & Participation Policy
- Discrimination, Harassment & Bullying Policy
- Program Policy

4. Consequences of Breaching this Policy

Breaches of this Policy may result in disciplinary action being taken up to and including termination of membership. Behaviour may also be reported to the relevant authorities where considered appropriate.

5. Policy Owner & Version Control

Policy Owner	Ellenbrook Community Radio (Inc) t/a Radio VCA88.5FM: Secretary
Next Review Date	This Policy will be reviewed annually or following significant changes in legislation or station operations.
Endorsed By	

Version	Status	Date Approved	Description/Sections Modified
V1	Adopted	13 October 2025	Final Version