

Policy: Equal Opportunity and Anti-discrimination		
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EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-DISCRIMINATION

OBJECTIVES

To promote an environment that:

- is free from discrimination;
- ensures the application of the principles of merit, and
- increases productivity.

PROCEDURIES:

1. EQUAL EMPLOYMENT OPORTUNITY

1.1 Compliance with the various Acts

The Station is an equal opportunity Co-Operative and at all times complies with Federal and State Legislation regarding Equal Employment Opportunity and Anti-discrimination.

1.2 Principal of Merit

People seeking appointment at the Station be it presenter, volunteer and / or staff member will be assessed fairly without discrimination, patronage or favouritism and according to their abilities, skills, relevant personal qualities and suitability for the position.

2. DISCRIMINATION

2.1 The Station is committed to the avoidance of discriminatory practices on the following grounds:

- race
- colour
- ethnic origin
- religion
- gender
- sexual preference
- political affiliation
- marital status
- pregnancy
- age
- physical or mental disability

3. SEXUAL HARASSMENT

Sexual harassment is a form of discrimination and involves unwanted, unsolicited and unreciprocated conduct of a sexual nature. The Station will not tolerate sexual harassment and any breach of this policy will be grounds for disciplinary action up to and including instant dismissal.

No person should be subject to sexual harassment at the Station. A person who feels that they are being sexual harassed should inform the Station Manager immediately. If for any reason the person is uncomfortable in discussing this with the Station Manager then they should contact a member of the Board of Directors.

Station Management will be responsible for resolving issues relating to Sexual Harassment expeditiously.