

2MNO Community Radio Inc.

Equality and Diversity Policy

2MNO Community Radio Inc. Is dedicated to encouraging a supportive and inclusive culture amongst its whole membership. It is within our best interest to promote diversity and prevent discrimination within the radio station.

Our aim is to ensure that all members are given equal opportunity to participate in all facets of the station's activities within each member's capabilities so that our organisation can be representative of all sections of society. Each member will be respected, valued and encouraged to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all our members and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination. Equipment and infrastructure alterations to accommodate people with a disability will be dependent on the available financial resources and/or the availability of grant funding to achieve the desired outcomes.

All members, supporters, sponsors and presenters will be treated fairly and with respect. All nominations for executive positions within the station are treated openly and with due consideration and transparency as is stated in our constitution.

All members and presenters will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our radio station and available members will be utilised and to maximise the efficiency of our whole membership.

2MNO Community Radio Inc.'s commitments:

- To operate in an environment in which individual differences and the contributions of all members are recognised and valued.
- To operate in an environment that promotes dignity and respect for every member/presenter.
- To not tolerate any form of intimidation, bullying or harassment, and to discipline, under the constitution, any member/presenter who breaches this policy.

- To make training and development an integral part of our induction so people will feel more comfortable as members and while on air.
- To promote equality in the station, which 2MNO believes is good management practice.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- To encourage members/presenters to treat everyone with dignity and respect.
- To regularly review, and update if necessary to do so, all practices and procedures so that fairness is applied at all times.
- To provide a studio working environment where no-one feels uncomfortable or is discouraged from joining the organisation due to items or images displayed within the premises occupied by 2MNO.

2MNO Community Radio Inc. will inform all members/presenters that an Equality and Diversity Policy is in operation and that they are obligated to comply with its requirements and promote fairness in the radio community. The policy will also be drawn to the attention of sponsors, listeners and the community in general.

2MNO Community Radio Inc's Equality and Diversity Policy has been ratified at a Committee Meeting and is fully supported by management.

2MNO Community Radio Inc's Equality and Diversity Policy is readily on the station's web page at <http://www.2mno.org.au/>.