

3RPC Community Radio Diversity and Gender Inclusion Policy

1. Guiding principles

3RPC Community Radio Diversity and Gender Equity underpins our organisation's desire to:

- a. Promote harmony and diversity and contribute to an inclusive, cohesive, sexually or culturally diverse Australian community
- b. Pursue the principles of democracy, access and equity, especially for people and issues not adequately represented in other media
- c. Enhance the diversity of programming choices available to the public and present programs that expand the variety of viewpoints broadcast in Australia
- d. Demonstrate independence in programming as well as in editorial and management decisions
- e. Support and develop local arts and music
- f. Increase community involvement in broadcasting.
- g. 3RPC is committed to Diversity and Gender Equity and Inclusion. We support and respect all people

Diversity

Definition

- a. Diversity includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working. Our approach to diversity encompasses the cross-section of people and difference that make up our membership and the wider community we serve.

Gender Equity

Definitions

- a. 3RPC Community Radio in referring to the use of the phrase 'Gender Equality or Gender Inclusion', supports the meaning whereby people are able to access and enjoy the same rewards, resources and opportunities regardless of whether they identify as woman or a man or non-binary.
- b. A non-binary person simply identifies with a gender that is not male or female.
- c. Gender Equity means fair treatment for all according to their respective needs.
- d. Gender Equity at 3RPC means ensuring all volunteers are able to access and enjoy the same rewards, resources and opportunities regardless of their whether they identify as a male or female or non-binary.
- e. Gender inclusion is more than just equality. It's the notion that all services, opportunities, and establishments are open to all people.

- f. Male, Female and Non-Binary stereotypes do not define societal roles and expectations
- g. This is supported by the definitions used in the National Workplace Gender Equality Agency and the Federal Workplace Gender Equality Act, 2012.

Rights, responsibilities and accountabilities

1. The Committee of Management is accountable for content, review and implementation of this policy.
2. The Committee of Management has a right to be informed of Diversity and Gender Inclusion issues and has a responsibility to maintain confidentiality about the complaint until it is determined whether mediation or disciplinary action is required, possibly involving other parties.
3. Individuals have a legal and ethical responsibility to treat each other fairly, to demonstrate positive behaviours and are expected to meet these responsibilities as a condition of employment or engagement.
4. Committee of Management members are obliged to treat reports of possible Gender Equity and Diversity seriously and sympathetically and to ensure that they are investigated thoroughly by the most appropriate person. They are also obliged to ensure that no one is disadvantaged or victimised because of a discrimination or harassment complaint being made or investigated.

Key Outcomes

1. 3RPC Community Radio will fulfil its ethical and legal responsibility to provide a work environment which is free of discrimination and harassment and victimisation.
2. All individuals will be aware that any form of discrimination, harassment or victimisation, whether direct or indirect, will not be tolerated by 3RPC Community Radio.
3. Any complaints or reports of discrimination, harassment or contravention of this policy will be treated quickly, and sympathetically. They will be investigated thoroughly and impartially.
4. All matters will be treated confidentially.

What if you are being harassed or discriminated against ?

1. Do not ignore the harassment or discrimination (ignoring the behaviour could be taken as tacit consent).
2. If you feel comfortable speaking with the offender, tell the individual in a direct and firm manner that their behaviour is unacceptable and unwelcome.

Telling the offender how you feel may be enough to stop the unwelcome behaviour.

3. If you are uncomfortable with the above option or the behaviour continues following your direct approach, seek assistance by discussing your concerns with a member of the Committee of Management or the Volunteer Station Manager

Making a report or complaint?

Immediately report the issue to the Committee of Management member or the Volunteer Station Manager.

Any complaint or report of discrimination or harassment will be treated quickly, seriously and sympathetically. It will be investigated thoroughly, objectively and confidentially by an impartial party. An individual will not be disadvantaged in their conditions or opportunities as a result of lodging a complaint.

Because complaints are more likely to be effectively resolved if handled quickly and locally, 3RPC Community Radio is committed to attempting to resolve complaints satisfactorily in an in-house manner. However, where this is not practicable or does not achieve an outcome suitable for both parties, an external mediator or investigator will be engaged.

Where complaints of discrimination, harassment or victimization have been substantiated against an individual, appropriate disciplinary action will apply. This action will be implemented and monitored by the Committee of Management.

Serious or repeated breaches of the policy may lead to termination of the discriminator or the harasser.

If you feel that you are unable to resolve the matter yourself or with the support of the Committee of Management and that it would be best resolved through an official complaint, you have the right to contact the Equal Opportunity Commission Victoria for independent advice.

Note: 3RPC Community Radio fully encourages and supports volunteers in making a report or complaint.

Compliance

3RPC Community Radio will meet all obligations with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.

3RPC Community Radio Code of Conduct

The 3RPC Community Radio Diversity and Gender Inclusion Policy is underpinned by the 3RPC Community Radio Code of Conduct. All 3RPC Community Radio staff and volunteers are expected to apply the Code.

- Refer to the Victorian Equal Opportunity and Human Rights Commission for the relevant Acts:
<http://www.humanrightscommission.vic.gov.au/index.php/discrimination>

Variations

3RPC Community Radio reserves the right to vary, replace or terminate this Policy from time to time.