



Armidale Community Radio Incorporated
Kentucky Street (P.O. Box 707)
ARMIDALE, New South Wales, 2350
PH: (02) 6772 1486
E: info@2arm.net.au
Website: www.2arm.net.au
ABN: 30 635 647 271

FM 92.1 Armidale Uralla Walcha Guyra

ANTI-DISCRIMINATION POLICY

As required by Community Radio Broadcasting CODE 1

Outlines our responsibilities in broadcasting to meet our community interest and ensures that we operate according to the guiding principles and within a framework of sound corporate governance.

PURPOSE

The purpose of this document is to outline 2ARM FM's commitment to prevent and eliminate discrimination in the workplace, and to immediately report and document the process which is to be followed should any grievances arise.

POLICY STATEMENT

2ARM is committed to an environment that values the diverse nature of its membership. Discrimination, harassment and bullying can have a serious effect on individuals, their families and friends. It is unacceptable and unlawful. It can take many forms, and may be directed because of ethnicity, age, sexual orientation, physical or mental disability, religion or other similar beliefs, families, carer responsibilities, marital or some other personal characteristics.

Members who are subject to discrimination can suffer from feelings of fear, stress, anxiety and loss of confidence/self-esteem. It can affect their work, family and personal life and their physical and mental health.

2ARMFM has in place a documented Complaints Procedure Policy for reporting, investigating and resolving complaints relating to discrimination and all other complaints. Please refer to the Complaints Procedure Policy document.

2ARMFM will ensure appropriate instruction, information and training are provided to support this policy and promote volunteer/member awareness, including:

- Information and instruction on the standard of professional behaviour and respect towards others required in the workplace as stated in the CBAA Code of Practice
- Procedures for reporting and resolving complaints of bullying
- Information and instruction provided for members investigating complaints of bullying

DEFINITIONS

The following definitions were sourced from employment legislation and advisory bodies.

- Discrimination takes place when an individual or a group of people is treated less favourably than others because of factors unrelated to their merit, ability or potential.
- Direct discrimination occurs when factors unrelated to merit, ability or potential of a person or group are used as an explicit reason for discriminating against them.
- Indirect discrimination occurs when there are rules, regulations or procedures in place that have a discriminatory effect on certain groups of people.