EQUALITY AND DIVERSITY POLICY

2MNO MONARO COMMUNITY RADIO INC.

1. INTRODUCTION

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

Our aim is to ensure that all members are given equal opportunities to participate in all aspects 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.

2. OUR COMMITMENT TO EQUALITY AND DIVERSITY

This policy reinforces our commitment to providing equality and fairness to all members and ensuring that no person receives less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, sex or 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 available financial resources and/or the availability of grant funding to achieve the desired outcomes.

3. FAIRNESS AND EQUAL OPPORTUNITY

All members, supporters, sponsors and presenters will be treated fairly and with respect.

All nominations for executive positions within the station will be treated openly, with due consideration and transparency, as stated in our Constitution.

All members and presenters will be given help and encouragement to develop their full potential and utilise their unique talents. The skills and resources of our radio station and its members will be utilised to maximise the effectiveness of our membership as a whole.

4. OUR COMMITMENTS

2MNO COMMUNITY RADIO INC. IS COMMITTED TO:

1. Operating in an environment in which individual differences and the contributions of all members are recognised and valued.
2. Maintaining an environment that promotes dignity and respect for every member and presenter.
3. Not tolerating any form of intimidation, bullying or harassment, and taking disciplinary action, in accordance with the Constitution, against any member or presenter who breaches this policy.
4. Making training and development an integral part of our induction process so that people feel more comfortable as members and while on air.

5. Promoting equality throughout the station, which 2MNO believes is good management practice.
6. Encouraging anyone who feels they have been subjected to discrimination to raise their concerns so that appropriate corrective measures can be taken.
7. Encouraging members and presenters to treat everyone with dignity and respect.
8. Regularly reviewing and, where necessary, updating practices and procedures to ensure fairness is maintained at all times.
9. Providing a studio environment where no one feels uncomfortable or is discouraged from joining the organisation because of items or images displayed within premises occupied by 2MNO.

5. COMMUNICATION AND AWARENESS

2MNO Community Radio Inc. will inform all members and presenters that an Equality and Diversity Policy is in operation and that they are obligated to comply with its requirements and promote fairness within the radio community.

The policy will also be brought to the attention of sponsors, listeners and the wider community.

6. POLICY APPROVAL AND AVAILABILITY

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

This policy is publicly available on the station's website at www.2mno.org.au.