



## 2MCR Macarthur Community Radio Association Incorporated

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### Equality and Diversity Policy

#### ***Macarthur Community Radio Values***

Macarthur Community Radio Inc values are integral to everything that we do, and underpin our commitment to equality and diversity in all workplace practices

- **We lead the way**
- **We do what's right**
- **We care for each other**
- **We take responsibility**
- **Commitment**

It is 2MCR Macarthur Community Radio's policy that all volunteers be afforded:

1. Equal and fair opportunities in recruitment, terms and conditions, development, promotions, and termination of membership
2. A fair and safe working environment

Macarthur Community Radio Inc will ensure that no person or group of people will be treated less favourably than another on discriminatory grounds and that all decisions will be based on merit. Volunteers are to be treated according to their skills, qualifications, competencies and potential.

Macarthur Community Radio Inc recognises that laws exist that govern workplace equality and diversity and is committed to complying with them.

#### ***Diversity***

As a voluntary organisation, our workforce comprises individuals from a wide range of backgrounds. Macarthur Community Radios Inc is an inclusive organisation; we champion respect, acceptance and appreciation for all volunteers.

Diversity is integral to our culture and to how we conduct our business. It is evident in who we are, our sponsors, associates and the community which we service. Individual and group minority differences are celebrated and encouraged at all levels.

We recognise the innovative and effective management of a diverse voluntary workforce that will directly impact our success as a community service provider.

#### ***Equality***

Macarthur Community Radio Inc aims to ensure the workplace is free from all forms discrimination, hostility, harassment and bullying. At no time do we condone discriminatory behaviour that is based on individual or group attributes, such as gender, sexual preference, transgender status, marital status, disability, religion, culture, racial origins, political preference, trade unionism, pregnancy or age.

Throughout the volunteer relationship, Macarthur Community Radio Inc undertakes to conduct regular training on equality in the workplace. Systems and processes are being put in place, to assist in managing the complaints and investigations process, so that all volunteers may feel confident their concerns are dealt with in a confidential, professional and objective manner. If a volunteer reports harassment, Macarthur Community Radio Inc will undertake a prompt investigation appropriate to the circumstances. Anyone who reports incidents in good faith, which are believed to be violations of this policy, or anyone who is involved in the investigation of harassment, will not be subject to reprisal or retaliation.