



EQUALITY AND DIVERSITY POLICY

4CSB Community Radio Association Incorporated Equality and Diversity values are one of the cornerstones of our organisation and underpin our commitment to equality and diversity in all workplace practices

- ***We set the example***
- ***We do what's right***
- ***We care for each other***
- ***We act responsibly***
- ***We are committed and consistent in our outcomes***

It is 4CSB policy that all volunteers and staff 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

4CSB 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 and staff are to be treated according to their skills, qualifications and abilities. 4CSB recognises the laws that govern workplace equality and diversity and is committed to compliance.

Diversity

As a Not for Profit Organisation, our workforce comprises people from a wide range of backgrounds. 4CSB is an inclusive organisation which always acts with respect, acceptance and appreciation for all volunteers and staff. Diversity is integral to our workplace culture and to how we conduct our business. Individual and group differences are embraced 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 Radio Organisation.

Equality

4CSB endeavours 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. Systems and processes are in place, to assist in managing the complaints and investigations process, so that all volunteers and staff may feel confident their concerns are dealt with in a confidential, professional and objective manner. If a volunteer or staff member reports harassment, 4CSB 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.