

Coast Community Broadcasters Inc.

Trading as



todayscountry94one

EQUAL OPPORTUNITY POLICY

Policy number	16	Version	2
Drafted by	Colin Links	Approved by Board on	Jan 15 2020
Responsible person	Colin Links	Scheduled review date	April 2021

INTRODUCTION

todayscountry94one is an equal opportunity organisation and is committed to ensuring that all applicants for selection or promotion are not discriminated against on any of the grounds of discrimination contained in equal opportunity laws.

Privacy

todayscountry94one respects and complies with its obligations under privacy legislation.

Introduction

At todayscountry94one we are committed to providing a work environment in which volunteers feel that they are a valued member of the organisation, they are treated fairly, and are given recognition for their contribution to the organisation's success. We also aim to provide an environment that fosters good working relationships.

todayscountry94one is committed to ensuring that all volunteers enjoy equal opportunity. This means that volunteers are treated fairly and equally when decisions are made and that unlawful discrimination does not take place.

Equal opportunity also means that each volunteer enjoys a harassment-free work environment.

What is unlawful discrimination?

Unlawful discrimination means treating a person less favourably because of a personal attribute they have which is covered by equal opportunity laws.

Under state and commonwealth equal opportunity laws, discrimination based on the nominated attributes is unlawful. The following list alerts you to the attributes that can trigger the unlawful discrimination.

[for precise provisions of commonwealth law, and state and territories law, see http://www.hreoc.gov.au/info_for_employers/law/index.html]:

- Gender
- Race, colour, nationality, descent, and ethnic, ethno-religious, or national origin
- Family responsibilities (dismissal only)
- Disability
- Age
- Compulsory retirement
- Pregnancy
- Marital status

- Sexuality
- Transgender
- Racial vilification
- Sexual vilification
- Personal Health vilification
- Transgender vilification

It is also policy that no volunteer, listener or member be harassed because of any of the above attributes.

What is harassment?

Unlawful harassment is any behaviour which is based on one of the previously listed attributes and which is unwelcome, and offends, humiliates or intimidates the person being harassed.

The fact that no offence was intended does not mean that the harassment is not unlawful.

The most common form of harassment is sexual harassment. Examples of sexual harassment include: unwanted touching; indecent or sexual assault; sexual propositions; nude pin-ups and posters; obscene telephone calls; persistent requests for outings or dates; leering or staring; wolf whistling; offensive or obscene language; and crude jokes.

Harassment of any nature, will not be tolerated at todayscountry94one.

Disciplinary action will be taken against those responsible when it does occur.

What happens if you have been discriminated against or harassed?

If you feel that you have been discriminated against or harassed you should:

- Talk to the station secretary or a Board member; he / she will tell you what your options are; or
- Use todayscountry94one's grievance handling policy to make a formal complaint.

Any complaint will be dealt with seriously and sympathetically. Confidentiality will be respected at all times.

It is important to come forward with any complaint you may have. This will ensure that your rights are protected and that other volunteers are also not subjected to the same discriminatory or harassing treatment. All reasonable attempts to resolve the matter satisfactorily will be made in-house.

If you are not satisfied with the manner in which your complaint was dealt with by the organisation, you also have the right to take it to an external agency, such as the anti-discrimination board or the human rights and equal opportunity commission. It is recommended before proceeding to an external agency that the option for Board consideration of the issue be considered. The station secretary can assist with this matter.

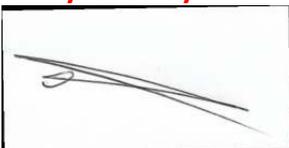
AUTHORISATION



Secretary

January 15 2020

todayscountry94one



Colin Links

Chairman

January 15 2020

todayscountry94one