

## Augusta FM Radio

### Participation and Diversity Policy

#### Purpose

The purpose of this policy is to ensure diversity and community participation is encouraged.

Diversity includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working. Our approach to diversity encompasses the cross-section of people and difference that make up our membership and the wider community we serve.

It complies with the Codes of Practice and replaces all other previous policies relating to diversity and community participation. It will be reviewed annually.

#### Policy

1. Augusta FM Radio will make sure that people in our community who are not adequately served by other media are encouraged and assisted to participate in providing our service.
2. We will have in place a Community Consultation Strategy and Community Engagement Programme to support this commitment.
3. We will document evidence of our efforts to encourage community participation.
4. We will broadcast on-air promotions at least 5 times a week encouraging members of the community to contact us with feedback and to participate in the operations of the station.
5. We will aim to promote the station and encourage a diverse range of volunteers via local newspapers, other media and marketing materials.
6. We will include mechanisms to enable active participation by our community in station management, programming and general operations.
7. In all station activities and our behaviour we will oppose and break down prejudice on the basis of ethnicity, race, language, gender, sexuality, age, physical or mental ability, occupation, religious, cultural or political beliefs.
8. Augusta FM Radio in referring to the use of the phrase 'gender equality', supports the meaning whereby people are able to access and enjoy the same rewards, resources and opportunities regardless of gender. This is supported by the definitions used in the National Workplace Gender Equality Agency and the Federal Workplace Gender Equality Act, 2012.
9. Augusta FM Radio will meet all obligations with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.