



DIVERSITY POLICY

91.5FM Cooloola Christian Radio Association Inc.

Contents

DIVERSITY POLICY	2
INTRODUCTION	2
SCOPE	2
DEFINITION	2
PRINCIPLES	2
RESPONSIBILITIES	2
MANAGEMENT COMMITTEE AND MANAGER	2
STAFF AND VOLUNTEERS	2
TRAINING AND SUPPORT	3
MONITORING	3

91.5FM COOLOOLA CHRISTIAN RADIO ASSOCIATION INC.

DIVERSITY POLICY

INTRODUCTION

As a volunteer organisation operating within a diverse community Cooloola Christian Radio Association Inc. is committed to develop policies, practices and ways of working that support diversity.

This commitment to diversity is also reflected in the varied backgrounds of our staff and volunteers. Cooloola Christian Radio Inc. recognises that promoting a diverse workforce enriches our work and impact within our community.

Diversity fosters an environment of learning, respect, dignity and openness to other cultures and an appreciation of differences and other perspectives.

SCOPE

This policy applies to staff, committees and volunteers with the Cooloola Christian Radio organisation.

DEFINITION

Diversity in relation to the Cooloola Christian Radio constitution refers to the visible and invisible differences that exist between people.

PRINCIPLES

Cooloola Christian Radio recognises the following:

- All individuals have the right to work and volunteer in a climate characterised by mutual respect and integrity that enable them to reach their full potential.
- The rights and abilities of people with disabilities in the workplace.
- The fact that the Cooloola region is made up of a diversity of cultures. Cooloola Christian Radio's organisational practices will be reflected to suit.

RESPONSIBILITIES

Cooloola Christian Radio is responsible for creating a culture that encourages respect and appreciation of individual cultural differences.

Cooloola Christian Radio aims to promote its diversity practices and seek staff and volunteer input to establish new and creative ways to promote diversity.

MANAGEMENT COMMITTEE AND MANAGER

The Management Committee and Manager are responsible for understanding their roles in promoting diversity within the organisation, communications and implementing policies and procedures effectively and work with staff and volunteers.

STAFF AND VOLUNTEERS

Staff and volunteers are responsible for understanding this policy and incorporating it into their daily work practices.

TRAINING AND SUPPORT

Cooloola Christian Radio will ensure that all new staff and volunteers are aware of the contents of this policy when they join.

MONITORING

Cooloola Christian Radio will ensure that the diversity practices are monitored to inform policies and action plans. This policy will be reviewed on an ongoing basis to reflect changes in the law, demographics and organisational priorities.