



Warwick Community FM Radio Association Incorporated
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DIVERSITY POLICY

Purpose

The Rose City FM Diversity Policy, sets out the approach to diversity of Members/Volunteers, any Employees, and the Management Committee of our Station.

Rose City FM recognises diversity in our Membership, as a key competitive advantage. Our not for profit business success, is a reflection of the quality and skill of our people. Rose City FM is committed to welcoming and retaining our Member's talent to ensure top not for profit business growth and performance.

Scope of Application

The Policy applies to members of the Rose City FM Management Committee, Members/Volunteers, and any Employees.

Diversity Definition

Diversity is the mix of backgrounds, attributes, beliefs, skills, knowledge and experience the difference of perspective this brings.

Diversity management benefits individuals, in our Association as a whole, including our customers. We recognise that each Member brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the Association in all that we do.

Policy Statement

Rose City FM believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the Association, regardless of their differences. We are committed to asking the best people to do the best job possible. We recognise the importance of reflecting the diversity of our Membership, to our customers and markets.

Rose City FM is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socioeconomic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and not for profit business success. Managing diversity makes us more creative, flexible, productive and competitive.

Principles and Objectives

As a responsible community member, Rose City FM accepts members from all backgrounds. We believe that any of our members, from many different cultural, linguistic and national backgrounds, provide us with valuable knowledge for understanding and reflecting our customers in local markets.

Rose City FM recognises the following principles and objectives in this Policy:

- Inclusion and non-discrimination;
- Fairness and Equality;
- Merit
- Leadership Excellence

Development and Promotion

Rose City FM rewards excellence and all members/volunteers are promoted on the basis of their performance. All management committee members manage diversity to ensure that members/volunteers are treated fairly and evaluated objectively.

Community Values

Rose City FM recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. Rose City FM is committed to tackling cultural stereotypes both within and outside our Association. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

Diversity Bodies

Our commitment to diversity is led by our Management Committee, which is responsible for ensuring that our diversity policy is articulated in the day to day running and the strategic direction of the Association.

Diversity practices

Rose City FM provides a safe and pleasant environment for our Members/Volunteers. We offer:

- Flexible on-air time arrangements for Announcers
- Education assistance and Training
- Open communications
- Mentoring assistance where required