



**Community Radio**  
Shop 6 Bowling Arcade, Colac  
Post: P.O. Box 31, Colac 3250  
Ph: 0352 321 991  
Email: [admin@ocrfm.org.au](mailto:admin@ocrfm.org.au)  
Web: [www.ocrfm.org.au](http://www.ocrfm.org.au)  
ABN 35 575 865 292

## OCR FM DIVERSITY POLICY

### AIM

The aim of this policy is to ensure all OCR FM members and policy documents aim to treat others with respect no matter their background.

### POLICY

OCR FM will follow the Community Radio Broadcasting Codes of Practice and obey the requirements of the regulatory body, the Australian Communications and Media Authority.

OCR FM will vigorously promote community access and participation and volunteers will be responsible for the operations of the community broadcasting station.

It is OCR FM's policy that all volunteers are allowed-

Equal and fair opportunities in recruitment, terms and conditions, development, promotions and termination of membership.

#### A fair and safe working environment.

OCR FM recognizes that laws exist that govern workplace equality and diversity and will determinedly comply with them.

OCR FM will ensure that no person or group of people will be treated less favorably than another on discriminatory grounds.

#### Volunteers will be treated according to their skills, qualifications, competencies and potential.

OCR FM aims to make sure the workplace is free from all forms of discrimination, hostility, harassment and bullying. We will not tolerate discriminatory behavior 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.

#### OCR FM programming policy includes these tenets-

- a) Providing an alternative radio service for the people of the Colac and Otways district listening area. Program content and format will be designed to complement, supplement and provide an alternative to commercial and national broadcasters serving the district.
- b) To provide broadcasting opportunities to all members of the community, particularly to those who do not have access to other media.
- c) To grow program choice to satisfy a wide diversity of needs and interests of listeners.

OCRFM will ensure that systems are in place to manage the complaints and investigation process so that all volunteers can be confident their concerns are dealt with in a confidential, professional and objective manner.



**Community Radio**  
Shop 6 Bowling Arcade, Colac  
Post: P.O. Box 31, Colac 3250  
Ph: 0352 321 991  
Email: [admin@ocrfm.org.au](mailto:admin@ocrfm.org.au)  
Web: [www.ocrfm.org.au](http://www.ocrfm.org.au)  
ABN 35 575 865 292

OCR FM will complete a prompt investigation according to the circumstances. Any volunteer reporting incidents in good faith which are believed to be violations of this policy, or anyone involved in the investigation of harassment will not be subject to reprisal or retaliation.

Station programming policy shall-

- a) cater to the needs of those denied effective access to, and those not adequately served by mainstream media.
- b) seek the highest standard in programming representing the widest possible community participation.
- c) subject to legal requirements and station policy, avoid any kind of censorship.
- d) have a programming policy which opposes and breaks down prejudice according to race, nationality, ethnic background, sex, religion, sexual preference or mental condition.

Station programming policy will always remain independent of any specific interest group ( other than offering access) including political, religious or any business interest.  
Station programming and scheduling shall be undertaken in a manner that is free from control or influence by one dominant group of members.

The committee shall ensure that station programming and scheduling is managed by a consensus of members broadly representative of the OCRFM listening area community diversity.

The OCR FM committee shall be accountable for the maintenance and development of the station program policy and remain accountable for its implementation and compliance.

The committee shall make sure that participation in OCR FM activities and the presentation of programs is done without prejudice to any individuals or groups on the basis of ethnicity, race, chosen language, gender, sexual preference, religion, age, physical or mental ability, occupation, cultural belief, political affiliation or voice quality.

But all such members of the community who are prospective presenters must be prepared to have training and induction before broadcasting and achieve reasonable competence from the training and induction.

OCR FM will regularly promote that all members of the community have a right to access broadcasting opportunities on the station or help the station in administration.

The committee will ensure that programs presented on OCR FM have a bias towards opposing any form of prejudice. The committee shall put in place a formal review of any program which is considered not to comply with this requirement.

This policy was adopted as policy in principle by the OCR FM Committee of Management

Signed *Tyson Graham*

Date 19<sup>th</sup> February 2020.

This Policy is due for review within 24 months of the date shown above.