

Deepwater & District Community FM Radio Inc

131 Church St (PO Box 129)
Glen Innes 2370

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www.radio2cbd.com.au - info@radio2cbd.com.au

Glen Innes 105.9 MHz *Deepwater 91.1 MHz*



Equality and Diversity Policy

Adopted 15th February 2021

The 2CBD Equality and Diversity Policy is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all volunteers, employees, job applicants and prospective members are given equal opportunity and that our organisation is representative of all sections of society. Each volunteer and employee will be respected and valued and able to give their best as a result.

This policy reinforces our commitment to providing equality and fairness to all in our recruitment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.

We are opposed to all forms of unlawful and unfair discrimination. All volunteers and employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All volunteers and employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce. commitments:

- To create an environment in which individual differences and the contributions of all team members are recognised and valued.
- To create a working environment that promotes dignity and respect for every volunteer and employee.

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- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
 - To make training, development, and progression opportunities available to all volunteers and employees.
 - To promote equality in the workplace, which 2cbd believes is good management practice and makes sound business sense.
 - To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
 - To encourage volunteers and employees to treat everyone with dignity and respect.
 - To regularly review all our practices and procedures so that fairness is maintained at all times.
- will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace.