



## **Discrimination Policy**

### **Pirie Community Radio Broadcasters Inc.**

Pirie Community Radio Broadcasters Inc. shall oppose discrimination during its activities by:

1. Opposing prejudice on the basis of ethnicity, race, chosen language, gender, sexual preference, religion, age, physical or mental ability, occupation, cultural belief or political affiliation.
2. Decisions taken by all committees including the Board of Management shall be taken on merit only without consideration of any factors mentioned in (1) above with the exception of safety considerations.
3. If safety of members or the public comes in to consideration then all steps should be considered or explored before a final decision is made. This may mean that a delay in decision making or an interim decision **may** be made, so that changes to our operations can be made to eliminate or minimise the risk to safety. Outside consultants may be used to help seek out a possible satisfactory solution so that a final decision could be made.
4. Applications for membership must be accepted in writing without a proposer or seconder in all instances, so that the Board of Management and the members can vote according to the constitution to accept or reject the application. In the case of rejection the applicant must be notified in writing by letter posted to his or her address (or email ) of the outcome of the vote together with the method of appealing as stipulated in the constitution.
5. Should a member or a member of the public consider that a decision of the Board of Management or any sub-committee infringe on this discrimination policy, then a letter outlining the details of the alleged infringement, should be addressed to the Board of Management for its consideration. The Board of Management should review the concerns of the complainant and either correct the infringement or advise the complainant in writing of the outcome of its review. Should the complainant still be unsatisfied, then the Board of Management may decide to either meet with the complainant to discuss the issue or call in an outside party to review the situation and give advice to the Board of Management.
6. The effect of this policy shall be to create a safe, harmonious environment where the members and members of the public can enjoy the activities of the station without fear of prejudice or harassment from within our organisation.
7. Nothing in this policy should be taken to preclude the Board of Management of the ability to make decisions on behalf of the members of this organisation for the benefit of this organisation in normal financial and day to day operations of this organisation, as laid down in the Constitution of the Pirie Community Radio Broadcasters Inc., the Code of Practice for Community Broadcasters and the Broadcasting Services Act 1992 and its amendments.
8. Programming decisions shall be made on the basis of merit taking in to consideration the Programming Policy of Pirie Community Radio Broadcasters Inc.
9. Membership of Pirie Community Radio Broadcasters Inc. is open to all members of the public subject to the conditions in our Constitution. There are a few well defined grounds for refusal of a membership application in the Constitution. The final decision rests with the members of Pirie Community Radio Broadcasters Inc.
10. A Police Check may be requested if there are doubts about the safety of members.