

HUON AND KINGSTON FM DIVERSITY POLICY

Huon and Kingston FM:

- Is a community radio station serving the Huon Valley and Kingborough communities. The station recognises that within this area based there is a diverse cross-section of persons who are entitled to have their interests covered by Huon and Kingston FM and to be actively involved in the operations of the organisation.
- Will develop policies and act to ensure that there is no discrimination and harassment within the organisation or in its on-air programs.
- At all times the station shall comply with the Anti-Discrimination Act 1998.
- Ensure that members of the community not adequately served by other media are encouraged and helped to participate in the station.
- Will be sensitive to the needs, aspirations and requirements of members or special and minority groups within the broadcast area.

AIMS of Huon and Kingston FM

To treat all people equally and irrespective of their age, gender, race or ethnicity religion or beliefs, sex or sexual orientation, learning ability, physical impairment, mental illness, occupation and non-relevant criminal convictions.

1. Huon and Kingston FM acknowledges that there should be no discrimination or harassment of any person on the grounds of:
 - a. Race or ethnicity
 - b. Religion
 - c. Disability
 - d. Gender
 - e. Sex or sexual orientation
 - f. Age
 - g. Marriage
 - h. Political beliefs
 - i. Cognitive differences

2. Where training is required to enable any person to be a volunteer, including on air presentation this shall be provided. Where there are special needs these shall be addressed.
3. Where there is a need to provide access for people with disabilities this shall be done

LGBT

1. Huon and Kingston FM shall work with people who identify as Gay, Lesbian, Bisexual and Transgender to ensure that there is equitable access to Huon and Kingston FM.
2. Program opportunities shall be provided for LGBT individuals and groups.
3. Members of the LGBT communities shall be encouraged and welcomed to participate in the programming, operations and management of Huon and Kingston FM
4. Where it is required training will be provided to volunteers to enable them to get a greater understanding of the LGBT community.
5. Preference shall be given to groups but where it is appropriate programs may be presented by an individual.
6. Develop resources to enable the presentation of LGBT programs.
7. Print handicapped

Culturally and Linguistically Diverse backgrounds

1. Huon and Kingston FM encourages and welcomes individuals and groups from culturally and linguistically diverse backgrounds to participate in the programming, operations and management of Huon and Kingston FM.
2. Program opportunities shall be provided for persons from culturally and linguistically diverse backgrounds.
3. Preference shall be given to groups but where it is appropriate programs may be presented by an individual.
4. Develop resources to enable the presentation of programs for persons of culturally and linguistically diverse backgrounds.

Indigenous

1. Develop, produce and broadcast an Indigenous program in conjunction with the South Eastern Tasmania Aboriginal Corporation.
2. Develop, produce and broadcast an Indigenous component of the traditional language.

3. Provide training to enable SETAC to produce and present programs.
4. Develop resources to enable the broadcast of Indigenous programs.

People with a disability

1. Huon and Kingston FM encourages and welcomes people with disabilities to participate in the programming, operations and management of Huon and Kingston FM.
2. The station shall seek input from individuals and groups to ensure that people with disabilities can become involved and shall ensure that the station environment is safe and appropriate.
3. Provide training for people with disabilities.
4. Provide resources to enable people with disabilities to present programs.

People with cognitive differences

1. Huon and Kingston FM encourages and welcomes people with cognitive differences to participate in the programming, operations and management of Huon and Kingston FM.
2. Where necessary training will be provided to volunteers with training on how to recognise and understand cognitive differences.
3. Where cognitive differences make it difficult for people to present programs live to air programs will be pre-recorded for airplay however assistance will be given to enable live presentation if appropriate.
1. Huon and Kingston FM shall provide necessary resources to enable people with cognitive differences to go to air.

Gender

1. Refer to separate policy document.

Print handicapped and Reading and Writing Difficulties

1. Huon and Kingston FM encourages and welcomes print handicapped people and those with reading and writing difficulties to become involved in the programming operations and management of the station.
2. Huon and Kingston FM shall develop strategies to enable print handicapped and people with reading and writing difficulties to present programs.
3. The station shall develop a Talking Newspaper program for print handicapped and those with reading and writing difficulties.

4. The possibility of presenting an on air literacy program shall be investigated.

Access Issues

1. Huon and Kingston FM will work to make the premises compliant to enable people with disabilities to participate. This will include:
 - a. Access to the studio for wheelchairs;
 - b. Safe emergency access;
 - c. Compliant toilets for wheelchair access;
 - d. Appropriate access to light switches.

Modification of equipment

1. Huon and Kingston FM will modify equipment to enable people with disabilities to operate the panel and other equipment. This shall include:
 - a. Aural monitoring of sound levels;
 - b. Remote starts for CD players;
 - c. Studio telephone modification;
 - d. Any other modifications that are necessary.

Training

Huon and Kingston FM will develop training appropriate to

1. Women.
2. People with a disability
3. People from Culturally and Linguistically diverse backgrounds
4. Print handicapped
5. LGBT
6. Indigenous
7. People with cognitive difference

Other relevant Policies

Participation Policy

Gender Policy