



Alive 90.5 FM – Your Sound, Your community

9/92 Seven Hills Road, Balcombe Heights Estate, Baulkham Hills 2153

Policy 3 - Principles of diversity and inclusion

The Community Radio Codes of Practice (the Codes) set out the guiding principles and policies for programming on community broadcasting stations. They also outline the operational standards for stations that hold a community broadcasting licence.

Purpose: To make sure that community radio stations have written policies and procedures in place that promote diversity and encourage community participation

1. Our station will make sure that people in our community who are not adequately served by other media are encouraged and assisted to participate in providing our service. We will have in place policies and procedures to support this commitment. We will document evidence of our efforts to encourage community participation.
2. Our policies and procedures will include mechanisms to enable active participation by our community in station management, programming, and general operations.
3. We will have policy documents in place that outline:
 - a. the principles of volunteering,
 - b. the rights and responsibilities of volunteers within the organisation,
 - c. the rights and responsibilities of the organisation to volunteers, whether they are members or not, and
 - d. grounds and procedures for the dismissal of volunteers.
4. All policy documents will be freely available.
5. In all station activities and our behaviour, we will oppose and break down prejudice based on ethnicity, race, language, gender, sexuality, age, physical or mental ability, occupation, religious, cultural or political beliefs.

Indigenous programming and coverage of Indigenous issues

Purpose

To acknowledge the unique status of Indigenous peoples as the first Australians and to offer a way to demonstrate respect for their cultures and customs.

In the Code 'Indigenous Australians' refers to the Aboriginal and Torres Strait Islander peoples of Australia.

1. We will seek to involve and take advice from Indigenous Australians in the production of programs focusing on Indigenous Australians and issues. Where possible, we will consult the appropriate Indigenous media organisation broadcaster on appropriate forms of communication.
2. When reporting on Indigenous peoples and issues, we will take care to verify and observe the best way to respect culture and customs by:
 - a. considering regional differences, that is, be mindful of differences between Indigenous local groups,
 - b. using appropriate words and phrases in referring to Indigenous peoples and their regional groups,
 - c. seeking proper advice on how to best respect Indigenous bereavement customs when reporting on people who are recently deceased, and
 - d. using suitable words and phrases when reporting on the social and emotional well-being of Indigenous people.