



Diversity Policy

1. PURPOSE

The purpose of this policy is to:

- 1.1 give clear direction on the philosophy of Barossa Broadcasting Board Inc (BBBfm) with relation to equity in all activities and operations.
- 1.2 ensure BBBfm's volunteer workforce is appropriately diverse and establish how these objectives can be met and measured.
- 1.3 ensure that all volunteers have access to, understand, and comply with BBBfm's Diversity Policy.

2. DEFINITIONS

Diversity

Diversity refers to the visible and invisible differences that exist between people, such as, but not limited to:

Gender	Culture
Ethnicity	Nationality
Faith	Language
Sexual orientation	Age
Physical ability	Mental ability
Economic status	Education
Family/marital status	Geographical location
Ways of thinking	Ways of working.

Inclusion

Inclusion is actively valuing a person or group's diversity and providing opportunities for their full participation at every opportunity, regardless of differences.

3. BACKGROUND

- 3.1 BBBfm respects and values the principles of diversity, access and equity and the benefits of their application throughout our culture, organisational structure and station functions.
- 3.2 BBBfm strives to ensure that all our members and potential members have equal access to relevant information, services and opportunities, and that our culture, organisational structure and station functions are aligned with diversity principles.
- 3.3 BBBfm is committed to complying with applicable laws such in all of our operations and aspires to demonstrate our commitment effectively to our members, potential members, sponsors and the broader community by promoting and embracing diversity and cultural competency, and by fostering anti-discrimination awareness and behaviours amongst volunteers.

4. RESPONSIBILITIES : BBBfm BOARD and COMMITTEES

- 4.1 BBBfm will ensure that all strategies, initiatives and activities promote diversity throughout our volunteer workforce, including Board and committees.
- 4.2 BBBfm will ensure that information about strategies, initiatives and activities is available to all who are entitled to have access.
- 4.3 BBBfm's Board will set and publish measurable objectives and targets to achieve gender diversity on our Board and within our volunteer workforce.

¹ "Members" refers to financial members whether actively volunteering or providing financial support only.

- 4.4 All applications for Membership and Volunteering will be considered sensitively, and volunteering opportunities will be made available to applicants with different abilities or from diverse cultural and linguistic backgrounds, as far as practicable.
- 4.5 BBBfm will encourage input from our listener community in relation to programming, to enable a diversity of program content and format, as far as practicable.

5. RESPONSIBILITIES : BBBfm MEMBERS / VOLUNTEERS

To uphold applicable laws BBBfm will not tolerate non-inclusive behaviour.

To achieve this, BBBfm expects our members to:

- 5.1 Uphold and demonstrate BBBfm’s Diversity Policy through behaviours in the volunteering workplace and at social and other functions when representing BBBfm.
- 5.2 Attend diversity awareness training as required by BBBfm.
- 5.3 Be assertive to prevent inappropriate and non-inclusive behaviours including but not limited to discrimination, harassment, bullying, victimisation and vilification.
- 5.4 Willingly adapt their behaviours if required to ensure appropriate workplace conduct.

6. Legislative Framework

This policy is informed by and operates in accordance with relevant legislation including:

- Equal Opportunity Act 1984 (SA)
- Racial Discrimination Act 1975 (Cth)
- Sex Discrimination Act 1984 (Cth)
- Age Discrimination Act 2004 (Cth)
- Disability Discrimination Act 1992 (Cth)
- Australian Human Rights Commission Act 1986 (Cth)
- Work Health and Safety Act 2012 (SA).

7. Policy Review

This policy will be reviewed at least every three (3) years, or earlier if required due to legislative change or identified issues.

Amendments to this Policy		
Date Approved	Item Number	Details of Amendment
12 th January 2022	Full Policy	Adoption of this Policy in its entirety
8 th April 2026	3.2	Revise text “members1” to “members”
8 th April 2026	3.3	Remove text “such as the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986”
8 th April 2026	5	Remove text “such as the Disability Discrimination Act 1992 and Human Rights and Equal Opportunity Commission Act 1986”
8 th April 2026	6	Added section in full
8 th April 2026	7	Added section in full