



Anti Discrimination and Harassment Policy

Community Radio Broadcasting Codes of Practice:

Code 2: Principles of diversity and independence

Code 3; General programming

Code 7: Complaints

Review: September 2020

WYNFM Anti-Discrimination and Harassment Policy

WynFM prohibits all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening – whether this is face-to-face, indirectly or via communication technologies such as mobile phone and computers. Some forms of harassment, discrimination and bullying, based on personal characteristics including age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race and marital status.

WynFM takes all allegations of harassment, discrimination, bullying (whether physical, verbal or cyber) very seriously.

1. Discrimination

Unlawful discrimination involves the less favourable treatment of a person on the basis of one or more of the personal characteristics protected by state or federal anti-discrimination laws.

The personal characteristics protected by anti-discrimination laws include attributes such as race, age, disability, gender and race. The full list of protected personal characteristics is set out as follows:

- age
- sex or gender
- gender identity
- intersex status
- race, colour, descent, national or ethnic origin, nationality, ethno-religious origin, immigration
- disability, mental and physical impairment
- family/carer responsibilities, status as a parent or carer
- marital status
- pregnancy, potential pregnancy, breastfeeding
- sexual orientation and gender identity

- physical features
- irrelevant medical record
- irrelevant criminal record, spent convictions
- political beliefs or activities
- religion, religious beliefs or activities
- national extraction or social origin
- lawful sexual activity
- profession, trade, occupation or calling
- member of association or organisation of employees or employers, industrial activity, trade union activity
- defence service
- personal association with someone who has, or is assumed to have, any of the above characteristics

Discrimination can be either direct or indirect.

- Direct discrimination occurs if a person treats, or proposes to treat, a person with a protected personal characteristic unfavourably because of that personal characteristic.
- Indirect discrimination occurs if a person imposes, or proposes to impose, a requirement, condition or practice that will disadvantage a person with a protected personal characteristic and that requirement, condition or practice is not reasonable.

For the purposes of determining discrimination, the offender's awareness and motive are irrelevant.

2. Harassment

Harassment is any unwelcome conduct, verbal or physical, that intimidates, offends or humiliates another person and which happens because a person has a certain personal characteristic protected by State or Federal anti- discrimination legislation.

The offensive behaviour does not have to take place a number of times, a single incident can constitute harassment.

Sexual harassment is one type of harassment. Sexual harassment is unwelcome conduct, remarks or innuendo of a sexual nature. It covers a wide range of behaviours

and can be verbal, written, visual or physical. Sexual harassment is not limited to members of the opposite sex.

3. Prohibition against Discrimination and Harassment

WynFM prohibits all forms of unlawful discrimination and harassment. If any person feels they are being harassed or discriminated against by another person or organisation bound by this Manual, we encourage them to raise this with WynFM using the complaints procedure outlined in this Manual.

A person may also be able to make a complaint to an external organisation.

Documents relating to this policy

Community Radio Broadcasting Codes of Practice

Code 2.5 Principles of Diversity and Independence

Code 3: General Programming

WYNFM Community Radio Inc Constitution

WYNFM Policies

- Volunteer Policy
- Diversity Policy
- Complaints Policy
- Programming Policy
- Social Media Policy
- Anti-bullying Policy
- Computer and Internet usage Policy
- Health and Safety Policy