



MAINfm's INCLUSION POLICY

This policy has been developed in relation to what is normally referred to as Diversity Policy in Australia. At MAINfm there is a desire to embrace terms that go beyond tokenism and to deeply invest in developing an inclusive media community. As such, MAINfm has opted to develop and adopt an Inclusion Policy, rather than a Diversity Policy.

Our Inclusion Policy refers to the participation of, and providing our services to, marginalised communities, such as members of Indigenous and ethnic communities, women and gender diverse communities, young and old people, people with disabilities, poor and working-class people and other groups which are particularly marginalised in the mainstream Australian media.

MAINfm's objectives to support an inclusive work culture are:

- priority, encouragement and assistance for on air programming to groups and individuals from communities which are under-represented or absent from the mainstream media in Australia.
- Gender equality on air and on the board of management
- Supportive and flexible work practices
- Clear standards for workplace behavior
- Working in safe and inclusive environments
- In all station activities and our behaviour to oppose and break down prejudice on the basis of ethnicity, race, language, gender, sexuality, age, physical or mental ability, occupation, religious or cultural or political beliefs
- Wide representation of the groups mentioned above across all activities in the station including membership of committees, staff positions and other related working groups.

Responsibility

The Committee of Management and MAINfm staff are responsible for developing this policy and monitoring progress.