

Tasman FM Anti-Discrimination and Respect Policy

Tasman Community Broadcasters Association Inc (Tasman FM 97.7)

Policy number	07 (replaces Anti-Discrimination Policy 003 and Bullying and Harassment Policy 002)
Approved by the Committee on	31 August 2026
Responsible person	Station Manager
Review date	31 August 2028

Why this matters

Tasman FM is a community station and everyone is welcome here. We do not tolerate discrimination, harassment, bullying or victimisation, on air, in the studio, online or at station events. Under the Anti-Discrimination Act 1998 (Tas) we must take reasonable steps to prevent this conduct and to make sure everyone involved with the station knows about it. This policy is given to every committee member and volunteer, and each person signs to say they have received it.

Who this covers

Committee members, the Station Manager, presenters, volunteers and members, and how we treat guests, callers, sponsors and listeners.

What is not acceptable

- **Discrimination:** treating someone less favourably because of their age, race, disability, sex, gender, gender identity, sex characteristics, sexual orientation, relationship or marital status, pregnancy, breastfeeding, parental status or family responsibilities, religious or political belief or activity, industrial activity, an irrelevant criminal or medical record, or because of their association with someone who has one of these attributes. This includes who gets a program, a timeslot, training or a say in the station.
- **Sexual harassment:** unwelcome sexual conduct that a reasonable person would expect to offend, humiliate or intimidate.
- **Harassment:** offensive, humiliating or intimidating conduct directed at a person because of an attribute listed above.
- **Bullying:** repeated, unreasonable behaviour towards a person or group that creates a risk to health and safety, such as abuse, insults, deliberate exclusion, withholding information needed to do the job, or spreading malicious rumours. Reasonable action taken in a reasonable way is not bullying: for example, telling a presenter honestly that a program is not meeting the station's standards, or following the Complaints and Disputes procedure.

- **Victimisation:** treating someone badly because they made a complaint, supported one, or were involved in one. This is against the law.

Reasonable adjustments

We will make reasonable adjustments so that people with a disability, a health condition or other needs can take part at Tasman FM: in training, in the studio, in timeslots and in how we communicate. Ask the Station Manager. If a request cannot be met, the reasons are given in writing and the person may raise it under the Complaints and Disputes procedure.

What we do

- Every new committee member and volunteer receives this policy and the Health and Safety Policy at induction and signs for them.
- We offer the free awareness training run by the Office of the Anti-Discrimination Commissioner (03 6165 7515, training@antidiscrimination.tas.gov.au) to committee members and volunteers, and every presenter completes the CBAA Codes of Practice eLearning.
- The Station Manager and the Complaints Officer are the first points of contact. Any committee member can also be approached.

If something happens

Speak up. You can talk to the person directly if you feel safe to, or go to the Station Manager, the Complaints Officer or any committee member. The matter is handled under the Complaints and Disputes Policy and Procedure: the person complained about is told what is alleged and can respond, the decision is made by someone not involved, and the outcome is given in writing with reasons. Outcomes may include an apology, training, a change to arrangements, standing a person down from duties while the matter is handled, or removal from the station. No one will be treated badly for raising a concern.

You can also contact Equal Opportunity Tasmania at any time (1300 305 062, equalopportunity.tas.gov.au) and, if conduct may be criminal, the police.

Responsibilities

- **Committee:** adopts and reviews this policy, provides it to everyone, makes sure complaints are acted on, and books the training.
- **Station Manager:** sets the example, inducts new people, arranges reasonable adjustments, and acts promptly on concerns.
- **Everyone:** treats others with respect, does not discriminate, harass, bully or victimise, and reports conduct that breaches this policy.

Related documents

Code of Conduct and Volunteer Agreement; Complaints and Disputes Policy and Procedure; Health and Safety Policy; Induction Record; Complaint Form (F1); Anti-Discrimination Act 1998 (Tas); Community Radio Broadcasting Codes of Practice 2025 (Code 3).