

DIVERSITY POLICY

Diversity vision

Creative Community Radio Inc. (Radio Fremantle) recognises its talented and diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. Creative Community Radio Inc. is committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

Diversity management benefits individuals, teams, our Corporation as a whole, and our customers. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the Corporation in all that we do.

Creative Community Radio Inc. believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realise their maximum potential within the Corporation, regardless of their differences. We are committed to employing the best people to do the best job possible. We recognise the importance of reflecting the diversity of our customers and markets in our workforce. The diverse capabilities that reside within our talented workforce, positions Creative Community Radio Inc. to anticipate and fulfil the needs of our diverse customers, both domestically and internationally, providing high quality products/services.

Creative Community Radio Inc. is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

Recruitment

Creative Community Radio Inc. recruits people from the local community. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable diverse radio broadcast content for our listener audience.

Career Development and promotion

Creative Community Radio Inc. rewards excellence and all employees are promoted on the basis of their performance. All managers are trained in managing diversity to ensure that employees are treated fairly and evaluated objectively.

Community Programmes

Creative Community Radio Inc. recognises that there are distinct demographic groups that have long been disadvantaged. We recognise that racism, ageism, sexism and other forms of discrimination are problems both for our organisation and society as a whole. Creative Community Radio Inc. is committed to tackling cultural stereotypes both within and outside our organisation. We have clear reporting procedures for any type of discrimination or harassment combined with follow-up procedures to prevent future incidents.

Diversity bodies

Our commitment to diversity is led by management personnel from all levels of the Corporation, from top management to standard members. The diversity champions make up a diversity committee, which is responsible for ensuring that our diversity policy is articulated in the day to day running and the strategic direction of the Corporation.

Diversity practices

All employees undergo diversity training. Diversity training encompasses raising awareness about issues surrounding diversity and developing diversity management skills.

Creative Community Radio Inc. provides a safe and pleasant environment for our employees. We offer:

- Flexible working time arrangements
- Employee education assistance
- Employee network and support groups
- Open communications
- Mentor programmes