



DISABILITY ACCESS AND INCLUSION POLICY

Aim of this policy

The Australian community radio sector is dedicated to:

“Access and equity, especially for people and issues not adequately represented in other media” (CBAA Codes of Practice 2008, Guiding Principles).

This includes people with disabilities.

Participation in, and proper representation of, people with disabilities in the media has clear social benefits but these benefits cannot be realised without social change. The need for change is recognised at international and national levels. For example, the United Nations Convention of the Rights of Persons with a Disability (2006) and the Disability Discrimination Act (1992) outline the obligations of governments, institutions, and individuals to recognise the civil rights of people with disabilities.

Community broadcasters provide open access to resources for self-representation and social inclusion. Through their policies, processes and actions community broadcasters enable diversity in social participation. They can signal to their communities their commitment to helping people with disabilities to be meaningfully included in all aspects of their operations. This policy aims to articulate the key features of meaningful participation for people with disabilities in the community broadcasting sector and should complement any existing diversity, employment, volunteering, representation, or other station policies.

This policy is a statement of the intention of the station to try to consider the needs of people with disabilities in planning and operations to the best of our abilities. Relevant framing documents and resources are listed at the end of this policy.

Areas this policy covers

Accessibility of our buildings and other facilities for all volunteers:

- a) Our station will endeavour to be accessible to all volunteers. We will consider the needs for accessibility to the building and facilities for people with disabilities wanting to participate (e.g., Accessible signage, toilets, that accommodate wheelchairs, document accessibility for screen readers, documents offered in preferred format),
- b) Our station will regularly audit the accessibility of buildings and make changes where possible (in addition to WHS requirements),
- c) Accessibility will include the physical structure of the station, but also: literature produced by the station in paper or electronic form, newsletters, forms, training materials and other resources etc (e.g., is a document accessible to screen readers for the vision-impaired, or written in plain English for those with learning impairments),

d) Accessibility will also include respectful treatment by staff and volunteers for people with disabilities:

- In making complaints and resolving disputes.
- In providing opportunities to receive suggestions about how our station can better facilitate inclusion of a person or group.
- And nominate an assistant volunteer, station advocate, mentor, or other helper to help facilitate inclusion of people with disabilities in these processes if necessary.

People with disabilities will have the same right to participate in station decision-making processes by participating as volunteers, members, staff, or members of the board of management; and

Our station will support professional development opportunities to educate staff and volunteers about these obligations.

Our station will implement an Accessibility Action Plan to make concrete our commitment to the principles in this policy.

Our station will endeavour to make people with disabilities and all volunteers feel welcome, wanted, accepted, respected, and supported.

This policy reflects the spirit of our obligations under:

Disability Discrimination Act (Australian Government, 1992)

Community Broadcasting Association of Australia. (2008). Community Radio Broadcasting Codes of Practice

United Nations. (2007). Convention of the Rights of Persons with a Disability



Elizabeth Macdonald
President
Print Radio Tasmania Inc.
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