

FIRST NATIONS MEDIA AUSTRALIA MEMBERSHIP HEALTH AND SAFETY POLICY



1. Purpose

The purpose of the First Nations Media Australia Membership Health and Safety Policy is to provide for, as far as reasonably practicable, the health, safety and welfare of the membership environment in their dealings with First Nations Media Australia.

2. Application

The Membership Health and Safety Policy applies to membership:

- Participation in governance actions and provisions.
- Participation in meetings, workshops, Festivals, seminars, conferences, delegations, committees.
- Visits to First Nations Media Australia premises.
- Use of First Nations Media Australia provided membership benefits and resources.
- Engagement with First Nations Media Australia staff and contractors, and
- Any other activities and communications where a Member has direct dealings with First Nations Media Australia or formally represents IRCA/First Nations Media Australia.

3. Responsibilities

3.1 Members

In dealing with First Nations Media Australia as set out under *Application* above, members will:

- Follow reasonable health and safety instructions from First Nations Media Australia staff or contractors.
- Report any serious incidents, accidents, injuries or accidents to a First Nations Media Australia staff member or contractor.
- Advise any potential hazards to to a First Nations Media Australia staff member or contractor.
- Aim to work in a way that does not endanger the health or safety of themselves or others.
- Conduct themselves without discrimination, bullying or harassment of other First Nations Media Australia members, First Nations Media Australia staff or First Nations

Media Australia contractors.

3.2 First Nations Media Australia

In carrying out the actions as set out under Applications above, First Nations Media Australia will in relation to members:

- Be committed to the provision and maintenance of healthy and safe environments.
- Use risk identification, assessment and control principles to maintain safe and healthy environments.
- Appropriately respond to health and safety incidents.
- Keep a record of:
 - incidents and injuries.
 - hazard identification, risk assessment and control processes.
 - maintenance of equipment.

4. Relevant legislation

4.1 Federal


- Age Discrimination Act 2004 (Cth)
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Fair Work Act 2009
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Workplace Gender Equality Act 2012

4.2 Northern Territory

- Work Health and Safety (National Uniform Legislation) Act 2011 (NT)

5. Other relevant First Nations Media Australia Membership policies

- Membership Code of Conduct.
- Diversity Policy.
- Membership Privacy and Confidentiality Policy.
- Membership Complaints and Disputes.

Version	Date adopted/revised	Endorsement/Description of change
1.		General Manager Daniel Featherstone 
		Endorsed by First Nations Media Australia Board