

## **Mental Health Policy**

Kangaroo Island Community Broadcasters Inc. are committed to ensuring that all volunteers and users of this organisation have every opportunity to live their lives free of mental illness.

Kangaroo Island Community Broadcasters Inc. will focus on minimising the risks to mental health posed by volunteering and maximise the prospects of full recovery for anyone who experience poor mental health as a result of their volunteering work.

However, recognising that volunteers with mental health issues are not always work-related, therefore, we are committed to supporting their journey back to good health.

This policy is designed to benefit all volunteers and users who provide their personal services to this organisation. It does not, however, constitute a term of any agreement regulating the provision of that service. Nor does it create any legal rights enforceable by any person.

Kangaroo Island Community Broadcasters Inc. will provide a workplace that is safe and without risks to mental health, as far as is reasonably practicable, and will:

- not tolerate workplace bullying and respond to complaints and reports of behaviours that are inconsistent with our Bullying Policy.
- educate and train volunteers to deal with other volunteers and users fairly and reasonably in the workplace.
- work with the volunteers and users to design suitable return to the workplace for those suffering from mental illness.

Kangaroo Island Community Broadcasters Inc. will endeavour to provide a working environment that recognises mental health issues and supports volunteers and users to deal with these issues by:

- promoting awareness of the causes of mental illness and appropriate responses to it.
- not tolerating unlawful discrimination, victimisation or ostracism of volunteers and users because of (or for reasons which include) the fact or assumption that they have poor mental health.
- encouraging volunteers and users to speak up if they feel they are struggling due to poor mental health, and to give them confidence they will be supported and respected.

Kangaroo Island Community Broadcasters Inc. will strive to promote the health and wellbeing of anyone who volunteers for us:

- encourage participation in social, leisure and recreational events and activities that are organised or sponsored by this organisation.
- implement measures that achieve a fair and reasonable accommodation of family and carer responsibilities.

### **Related Documents**

Bullying Policy

Internal Conflict Policy