



MACLEAY VALLEY COMMUNITY FM RADIO ASSOCIATION INC.

POLICY MANUAL JULY 13th 2020

Disciplining of Members

Preface

The Association has the duty of bringing to Members' attention their rights and responsibilities in abiding by the regulations as set out by the ACMA, the CBAA Codes of Practice and the Association's Presenters' Agreement and all other legislative requirements.

The Association has the responsibility to ensure workplace safety. The Association has the responsibility of keeping its premises and facilities safe and in conformity with legislative requirements and Members have the right to enjoy the premises and facilities safely and without interference.

The Association expects its Members to behave towards each other, and towards listeners, and members of the public, in a manner that is at all times, respectful of others attitudes and opinions, and in a manner that does not create friction or ill-feeling between individuals and groups or any form of discrimination.

Members have the responsibility at all times, to observe any and all policies and procedures properly passed by the Management Committee, and the Association has the right to require them to do so.

Members who fail to adhere to all these requirements may be subject to disciplinary action ranging in extent from a formal warning, suspension of broadcast privileges in the case of presenters, to termination of membership of the Association.

Dismissal of Volunteers and Members

4.8 Change clause 3

A volunteer who displays any behaviour of bullying, disrespectful treatment of women and others, verbal abuse of any kind including swearing and shouting at another, and any general form of harassment or interference towards another Member of the Association, volunteer with the Association, or Member of the public while acting in his or her role with the Association, shall be warned in writing no more than three times before becoming liable to dismissal.

4.8 New Clause

A volunteer who fails to follow health and safety guidelines as clearly established by the Association shall be warned in writing once before losing on air privileges in the case of presenters, for a term at the discretion of the management committee, and no more than three times for all members before becoming liable to suspension or dismissal depending on the severity of the breach of procedures.

4.8 New Clause

Members who display disruptive, disrespectful, antagonistic, badgering, or aggressive behaviour at Association meetings will be called to order and may be requested to leave the meeting and shall be warned in writing no more than three times before becoming liable to membership termination.

4.8 New Clause

Volunteers who display disruptive, disrespectful, antagonistic, badgering, or aggressive behaviour which disrupt and endlessly question the authenticity and legitimacy of management policy, methods of application, and directives or interfere with any management policy and procedures applications will be liable to disciplinary action and shall be warned in writing no more than three times before becoming liable to dismissal.