

POLICY – DISPUTES AND CONFLICT RESOLUTION

Purpose of Policy

The purpose of this policy of Eastern Community Broadcasters Inc. hereafter referred to as Radio Eastern fm is to provide guidance to members to facilitate the resolution of disputes.

Background

Conflict arises when the different ideas, values, interests, hopes, aspirations and opinions of individuals are different. Questioning actions can have positive or negative results and it depends on how it is handled that makes the difference.

Conflict resolution usually involves compromise or “meeting in the middle”, and focuses on the issues to be resolved – not the personalities or other matters. It requires good will from all parties and a focus on the core priorities. In our case, the purpose of Radio Eastern fm.

Policy

Both parties are required to present verbally and in writing their understanding of the dispute to a member appointed by the Committee of Management who is not involved in the dispute who will consult with both parties to work towards a solution that will satisfy each party. If one party is not satisfied with the decision reached, a mutually accepted mediator will be appointed from, in the first instance, the Membership of Radio eastern and the dispute taken to mediation.

If internal resolution is still not achieved, the matter may be referred for external independent mediation to be involved.

If resolution is still not achieved, the parties may seek to resolve the dispute in accordance with the Act otherwise at law. Radio Eastern will not necessarily accept any accrued costs therein incurred.

If, having followed a reasonable resolution process as set out above, one party is still not satisfied, the Committee of Management reserves the right to make a final decision on the matter, keeping in mind the best interests of the Association and all Radio Eastern fm volunteers.

If the issue that has caused the conflict is one of behaviour and is of a relatively minor nature or could be considered accidental, a "three warnings" approach may be taken. However, if a volunteer has seriously breached the Act, the Community Radio Broadcasting Codes of Practice, or a policy set out in the Station Handbook, immediate suspension from station activities may be pursued. Any suspension action will be followed up with a letter stating the seriousness of the breach and the processes for appeal. Any appeal should be held as soon as practicable.

In the case where, having followed conflict resolution and grievance procedures, the Committee of Management believes that membership termination be pursued, action will occur strictly in line with the rules set out in the Rules of Association.

This Policy is supported by the Disputes and Conflicts Procedure(s);

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