

KOOTENAY CO-OP RADIO CODE OF CONDUCT

BACKGROUND

The Kootenay Co-op Radio Code of Conduct has been developed by collating elements from:

- our existing Volunteer Rights and Responsibilities document;
- an extensive facilitated communications-improving exercise undertaken in 2008 by a diverse group of members, staff, programmers, Board members and volunteers (facilitated by Josee Corrigan)
- insight gleaned from 10 years of monitoring, participating in and learning from our diverse committee, board and staff processes;
- researching similar codes of like-minded organizations.

DEFINITION

Code of Conduct: Principles, values, standards, or rules of behaviour that guide the decisions, procedures and systems of an organization in a way that (a) contributes to the welfare of its key stakeholders, and (b) respects the rights of all constituents affected by its operations.

INTRODUCTION

This code of conduct is intended to articulate the values of our co-op. It should be used as a guideline and reference point for communication and conduct between all Kootenay Co-op Radio members, volunteers, staff, board members and programmers; this includes interactions with each other and the community at large. It also requires all individuals who perceive or experience mistreatment to reference and embrace its guidelines.

Members and volunteers who do not adhere to this Code of Conduct might be required to participate in the co-op's conflict resolution procedure, and may face disciplinary action.

It is understood that power imbalances between people of different gender, class, social or economic background, ethnicity, sexual orientation or philosophical stance often go unrecognized, both within our radio community and in society at large. This code of conduct cannot specifically address these broader issues, but Kootenay Co-op Radio is committed to considering these dynamics in its efforts to allow each member to feel valued, respected and heard in the work they do within the co-op.

CODE OF CONDUCT

1. Treat other people as you would like to be treated yourself.
2. Verbal and physical attacks are not tolerated on Kootenay Co-op Radio property, or at Kootenay Co-op Radio events and meetings.
3. Discussions will be centred on issues, not people; and on verifiable facts, not innuendo and rumour. This covers oral and written statements made anywhere, including on the Internet.
4. Information will be shared as much as possible, keeping in mind that some information must remain confidential. If information has been designated as confidential, it will not be divulged either publicly or privately.
5. When communicating with other members and volunteers, individuals will make honest and reasonable efforts to communicate: a. In an open and honest manner; b. By displaying mutual trust and respect; c. With clarity and concision, to respect other people's time; d. By exhibiting curiosity instead of judgement e. By keeping clear on mutual understandings and shared motivations; and f. By accepting feedback from others.
6. When communicating with other members and volunteers, individuals will make honest and reasonable efforts to avoid: a. Not listening to others; b. Posturing c. Prejudices d. Assumptions about the knowledge and skills of others; e. Belittling issues important to others; f. Stubbornness; g. Bullying and harassment; h. Sarcasm and condescension i. Lack of timeliness; j. Gossip; k. Avoidance behaviour; l. Righteousness; m. Personal inflexibility; and n. Not respecting other people's time

This code of conduct is approved by the Board of Directors annually, subject to input from members of the Kootenay Co-op Radio community. This version is effective as of