



# Deepwater & District Community FM Radio Inc.

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*Glen Innes 105.9MHz, Deepwater 91.1 MHz*

## **2CBD Internal Conflict / Dispute Resolution Policy 18/1/2016 (Code 1.5)**

**Review Adopted by The Committee of Management: 11/3/24**

### **Purpose:**

We will have written policies and procedures in place to effectively deal with internal conflict.

### **Associated Policies:**

#### **Complaints Handling Policy;**

This policy sets out the procedure for recording the lodgment of written complaints.

#### **Code of Conduct;**

The Code of Conduct applies to all four categories of Association members and sets out the how the Association expects members to interact with each other and the community. The Code supports the provisions of the Constitution.

#### **Association Constitution;**

The constitution provides a mechanism for the resolution of disputes where there is a potential for the problem to escalate and cause difficulties for the Association.

### **Policy:**

Where a dispute has occurred or is developing, it is important to:

- Prevent undue escalation of the dispute
- Refer the matter to the Committee President if it cannot be settled amicably by the parties involved with discussions and actions documented.
- In the event that the President is a party to the dispute, then take the matter up with the Vice President with matters discussed and resolutions documented
- A written notice of dispute may be lodged directly with the committee.
- The committee may appoint an arbiter agreeable to both parties to mediate a resolution.

Matters discussed and resolutions reached must be documented.

**NOTES:**

- 1/ The above procedures are seen as initial steps in a longer process if the dispute cannot be resolved at committee level or below.
- 2/ A member always has the right to follow the dispute resolution procedures as set out in the association's constitution.
- 3/ The dispute resolution process at all levels should not be used as a means to slate another member or to cause distress to that member or members.
- 4/ The dispute resolution process will not be used as a means to terminate a membership without due cause.
- 5/ The Annual General Meeting elects a committee of management to enact the business of the association for the subsequent year. Provided the committee and the individual members abide by the Constitution and carry out their roles properly, they should continue to govern the organization until the next AGM unless gross mismanagement can be identified.
- 6/ The constitution provides for a Special General Meeting to be convened in the event that the governance process as set out above has failed.
- 7/ Other actions such as strikes can be quite detrimental to the Association and 2CBD. These actions by individuals may be dealt with by the Committee of Management in accordance with the Code of Conduct.
- 8/ Should a dispute reveal a matter which should be treated as a "Code of Conduct" matter, then the Committee of Management must become involved and the matter dealt with in accordance with the Code of Conduct.

*This Policy is included as Page 5 of the Station & Presenter Manual*