



CONSTITUTION FOR BEGA ACCESS RADIO INC. (TRADING AS 93.7 EDGE FM)

Part I – PRELIMINARY

DEFINITIONS

1. **Ordinary member**” means a member of the committee who is not an office-bearer of the association, as referred to in rule 14 (2);
‘Secretary’ means:
 - (a) the person holding office under these rules as secretary of the association; or
 - (b) if no such person holds that office – the public officer of the association;**“Special general meeting”** means a general meeting of the association other than an annual general meeting;
“The Act” means the Associations Incorporation Act 1984;
“The Regulation” means the Associations Incorporation Regulation 1994.

(1) In these rules:
 - (a) a reference to a function includes a reference to a power, authority and duty; and
 - (b) the reference to an exercise of a function includes, if the function is a duty, a reference to the performance of the duty.**(2)** the provisions of the Interpretation Act 1987 apply to and in respect of these rules in the same manner as those provisions would so apply if these rules were an instrument made under the Act.

Part II MEMBERSHIP

MEMBERSHIP QUALIFICATIONS

2. A person is qualified to be a member of the association if, but only if:
 - (a) the person is a person referred to in section 15 (1) (a), (b) or (c) of the Act and has not ceased to be a member of the association at any time after incorporation of the association under the Act; or
 - (b) The person is a natural person;
 - (i) who has applied for membership of the association as provided by Rule 3; and
 - (ii) who has been approved for membership of the association by the committee of the association.

NOMINATION FOR MEMBERSHIP

3.
 - (1) An application of a person for membership of the association:
 - (a) must be made by a member of the association in writing in the form set out in Appendix 1 to these rules; and
 - (b) must be lodged with the secretary of the association.
 - (2) As soon as practicable after receiving an application for membership, the secretary must refer the application to the committee which is to determine whether to approve or reject the application.
 - (3) If the committee determines to approve an application for membership, the secretary must, as soon as practicable after that determination, notify the applicant of that approval and request the applicant to pay (within the period of 28 days after



receipt by the applicant of the notification) the sum payable under these rules by a member as entrance fee and annual subscription.

(4) The secretary must, on payment by the applicant of the amounts referred to in clause (3) within the period referred to in that clause, enter the applicant's name in the register of members, and, on the name being so entered, the applicant becomes a member of the association.

CESSATION OF MEMBERSHIP

4. A person ceases to be a member of the association if the person:
- (a) dies; or
 - (b) resigns membership; or
 - (c) is expelled from the association; or
 - (d) has not renewed their annual subscription within 30 days of its expiry date.

MEMBERSHIP ENTITLEMENTS NOT TRANSFERABLE

5. A right, privilege or obligation which a person has by reason of being a member of the association;
- (a) is not capable of being transferred or transmitted to another person; and
 - (b) terminates on cessation of the person's membership.

RESIGNATION OF MEMBERSHIP

6. (1) A member of the association is not entitled to resign that membership except in accordance with this rule.
- (2) A member of the association who has paid all amounts payable by the member to the association in respect of the member's membership may resign from membership of the association by first giving to the secretary written notice of at least one month (or such other period as the committee may determine) of the member's intention to resign and, on the expiration of the period of notice, the member ceases to be a member.
- (3) If a member of the association ceases to be a member under clause (2), and in every other case where a member ceases to hold membership, the secretary must make an appropriate entry in the register of members recording the date on which the member ceased to be a member.

REGISTER OF MEMBERS

7. (1) The public officer of the association must establish and maintain a register of members of the association specifying the name and address of each person who is a member of the association together with the date on which the person became a member.
- (2) The register of members must be kept at the principal place of administration of the association and must be open for inspection, free of charge, by any member of the association at any reasonable hour.

FEES AND SUBSCRIPTIONS

8. (1) A member of the association must, on admission to membership, pay to the association a fee of \$1.00 or, if some other amount is determined by the committee, that other amount;
- (2) In addition to any amount payable by the member under clause (1), a member of the association must pay to the association an annual membership fee of \$2.00 or, if some other amount is determined by the committee, that other amount:
- (a) except as provided in paragraph (b), before 1 July in each calendar year, or



- (b) if the member becomes a member on or after 1 July in any calendar year – on becoming a member and before 1 July in each succeeding calendar year.
- (3) the joining fee (clause 1) and membership fee (clause 2) as shown in appendix 1 are subject to increase or reduction as is deemed appropriate by the committee.

MEMBERS LIABILITIES

- 9. The liability of a member of the association to contribute towards the payment of the debts and liabilities of the association or the costs, charges and expenses of the winding up of the association is limited to the amount, if any, unpaid by the member in respect of membership of the association as required by rule 8.

RESOLUTION OF INTERNAL DISPUTES

- 10. Disputes between members (in their capacity as members) of the association, and disputes between members and the association, are to be dealt with under the guidelines of the “Conflict Resolution Policy” (see appendix 3) as adopted by the association in 1996.

DISCIPLINING OF MEMBERS

- 11. (1) A complaint may be made by any member of the association that some other member of the association:
 - (a) has persistently refused or neglected to comply with a provision or provisions of these rules; or
 - (b) has persistently and wilfully acted in a manner prejudicial to the interests of the association.
- (2) On receiving such a complaint, the committee:
 - (a) must cause notice of the complaint to be served on the member concerned; and
 - (b) must give the member at least 14 days from the time the notice is served within which to make submissions to the committee in connection with the complaint; and
 - (c) must take into consideration any submissions made by the member in connection with the complaint.
- (3) The committee may, by resolution expel the member from the association or suspend the member from membership of the association if, after considering the complaint and any submissions made in connection with the complaint, it is satisfied that the facts alleged in the complaint have been proved.
- (4) If the committee expels or suspends a member, the secretary must, within 7 days after the action is taken, cause written notice to be given to the member of the action taken, of the reasons given by the committee for having taken that action and of the member’s right of appeal under rule 12.
- (5) The expulsion or suspension does not take effect:
 - (a) until the expiration of the period within which the member is entitled to appeal against the resolution concerned; or
 - (b) if within that period the member exercises the right of appeal, unless and until the association confirms the resolution under rule 12 (4), whichever is the later.

RIGHT OF APPEAL OF DISCIPLINED MEMBER

- 12.A (1) A member may appeal to the association in general meeting against a resolution of the committee under rule 11, within 7 days after notice of the resolution is served on the member, by lodging with the secretary a notice to that effect.

- (2) The notice may, but need not, be accompanied by a statement of the grounds on which the member intends to rely for the purpose of the appeal.
- (3) On receipt of a notice from a member under clause (1), the secretary must notify the committee which is to convene a general meeting of the association to be held within 28 days after the date on which the secretary received the notice.
- (4) At a general meeting of the association convened under clause (3):
 - (a) no business other than the question of the appeal is to be transacted; and
 - (b) the committee and the member must be given the opportunity to state their respective cases orally or in writing, or both; and
 - (c) the members present are to vote by secret ballot on the question of whether the resolution should be confirmed or revoked.
- (5) If at the general meeting the association passes a special resolution in favour of the confirmation of resolution, the resolution is confirmed.

RIGHT OF APPEAL OF REJECTED APPLICANT

- 12.B** Upon rejection of an applicant for membership, the committee must inform the applicant in writing the reasons for rejection and the resolution of the committee stating the grounds on which the resolution is based. The applicant shall have the right of reply and appeal of this rejection.
- The applicant subject to the resolution may then make an appeal to the committee at a meeting to be held not earlier than 14 days and not later than 28 days after the service of the notice. The applicant should be informed in writing of this meeting stating the date, place and time of this meeting and inform the applicant that they may do either or both of the following:
- (1) Attend and speak at that meeting.
 - (2) Submit to the committee at that meeting or prior to the date of that meeting written representations relating to the resolution.

Part III

THE COMMITTEE

POWERS OF THE COMMITTEE

- 13.** The committee of to be called the committee of management of the association and, subject to the Act, the Regulation and these rules and to any resolution passed by the association in general meeting;
- (a) is to control and manage the affairs of the association; and
 - (b) may exercise all such functions as may be exercised by the association, other than those functions that are required by these rules to be exercised by a general meeting of members of the association; and
 - (c) has power to perform all such acts and do all such things as appear to the committee to be necessary or desirable for the proper management of the affairs of the association.

CONSTITUTION AND MEMBERSHIP

- 14.** (1) Subject in the case of the first members of the committee to section 21 of the Act, the committee is to consist of:
- (a) the office-bearers of the association; and
 - (b) 3 ordinary members, each of whom is to be elected at the annual general meeting of the association under rule 15.
- (2) The office bearers of the association are to be:
- (a) the president;

- (b) the vice-president;
 - (c) the treasurer; and
 - (d) the secretary.
- (3) Each member of the committee is, subject to these rules, to hold office until the conclusion of the annual general meeting following the date of the member's election, but is eligible for re-election.
- (4) In the event of a casual vacancy occurring in the membership of the committee, the committee may appoint a member of the association to fill the vacancy and the member so appointed is to hold office, subject to these rules, until the conclusion of the annual general meeting next following the date of appointment.

ELECTION OF MEMBERS

- 15.** (1) Nominations of candidates for election as office bearers of the association or as ordinary members of the committee:
- (a) must be made in writing, signed by 2 members of the association and accompanied by the written consent of the candidate (which may be endorsed on the form of the nomination); and
 - (b) must be delivered to the secretary of the association at least 7 days before the date fixed for the holding of the annual general meeting at which the election is to take place.
- (2) If insufficient nominations are received to fill all vacancies on the committee, the candidates nominated are taken to be elected and further nominations are to be received at the annual general meeting.
- (3) If insufficient further nominations are received, any vacant positions remaining on the committee are taken to be casual vacancies.
- (4) If the number of nominations received is equal to the number of vacancies to be filled, the persons nominated are taken to be elected.
- (5) If the number of nominations received exceeds the number of vacancies to be filled, a ballot is to be held.
- (6) The ballot for election of office bearers and ordinary members of the committee is to be conducted at the annual general meeting in such usual and proper manner as the committee may direct.

SECRETARY

- 16.** (1) The secretary of the association must, as soon as practicable after being appointed as secretary, lodge notice with the association of their address.
- (2) It is the duty of the secretary to keep minutes of:
- (a) all appointments of office bearers and members of the committee;
 - (b) the names of members of the committee present at a committee meeting or a general meeting; and
 - (c) all proceedings at committee meetings and general meetings.
- (3) Minutes of proceedings at a meeting must be signed by the chairperson of the meeting or by the chairperson of the next succeeding meeting.

TREASURER

- 17.** It is the duty of the treasurer of the association to ensure:
- (a) that all money due to the association is collected and received and that all payments authorised by the association are made; and
 - (b) that correct books and accounts are kept showing the financial affairs of the association, including full details of all receipts and expenditure connected with the activities of the association.



CASUAL VACANCIES

- 18.** For the purpose of these rules, a casual vacancy in the office of a member of the committee occurs if the member;
- (a) dies; or
 - (b) ceases to be a member of the association; or
 - (c) becomes an insolvent under administration within the meaning of the Corporations Law; or
 - (d) resigns office by notice in writing given to the secretary; or
 - (e) is removed from office under rule 19; or
 - (f) is absent without the consent of the committee from all meetings held during a period of 3 months.

REMOVAL OF MEMBER

- 19.** (1) The association in general meeting may by resolution remove any member of the committee from the office of member before the expiration of the member's term of office and may by resolution appoint another person to hold office until the expiration of the term of office of the member so removed.
- (2) If the member of the committee to whom a proposed resolution referred to in clause (1) relates makes representations in writing to the secretary or president (not exceeding a reasonable length) and requests that the representations be notified to the members of the association, the secretary or the president may send a copy of the representations to each member of the association or, if the representations are not so sent, the member is entitled to require that the representations be read out at the meeting at which resolutions is considered.

MEETINGS AND QUORUM

- 20.** (1) The committee must meet at least 3 times in each period of 12 months at such a place and time as the committee may determine.
- (2) Additional meetings of the committee may be convened by the president or any member of the committee.
- (3) Oral or written notice of a meeting of the committee must be given by the secretary to each member of the committee at least 48 hours (or such time as may be unanimously agreed on by the members of the committee) before the time appointed for the holding of the meeting.
- (4) Notice of a meeting given under clause(3) must specify the general nature of the business to be transacted at the meeting and no other business is to be transacted at the meeting, except business which the committee members present at the meeting unanimously agree to treat as urgent business.
- (5) Any 3 members of the committee constitute a quorum for the transaction of the business of a meeting of the committee.
- (6) No business is to be transacted by the committee unless a quorum is present and if, within half an hour of the time appointed for the meeting, a quorum is not present, the meeting is to stand adjourned to the same place and the same hour of the same day in the following week.
- (7) If at the adjourned meeting a quorum is not present within half an hour of the time appointed for the meeting, the meeting is to be dissolved.
- (8) At a meeting of the committee:
- (a) The president or, in the president's absence, the vice-president is to preside; or



- (b) If the president or the vice-president are absent or unwilling to act, such one of the remaining members of the committee may be chosen by the members present at the meeting is to preside.

DELEGATION BY COMMITTEE TO SUB-COMMITTEE

- 21.** (1) The committee may, by instrument in writing, delegate to one or more sub-committees (consisting of such member or members of the association as the committee thinks fit) the exercise of such of the functions of the committee as are specified in the instrument, other than:
- (a) this power of delegation; and
 - (b) a function which is the duty imposed on the committee by the Act or by any other law.
- (2) A function the exercise of which has been delegated to a sub-committee under this rule may, while the delegation remains unrevoked, be exercised from time to time by the sub-committee in accordance with the terms of the delegation.
- (3) A delegation under this section may be made subject to such conditions or limitations as to the exercise of any function, or as to time or circumstances, as may be specified in the instrument of delegation.
- (4) Despite any delegation under this rule, the committee may continue to exercise any function delegated.
- (5) Any act or thing done or suffered by a sub-committee acting in the exercise of a delegation under this rule has the same force and effect as it would have if it had been done or suffered by the committee.
- (6) The committee may, by instrument in writing, revoke wholly or in part any delegation under this rule..
- (7) A sub-committee may meet and adjourn as it thinks proper.

VOTING AND DECISIONS

- 22.** (1) Questions arising at a meeting of the committee or of any sub-committee appointed by the committee are to be determined by a majority of the votes of members of the committee or sub-committee present at the meeting.
- (2) Each member present at a meeting of the committee or of any sub-committee appointed by the committee (including the person presiding at the meeting) is entitled to one vote but, in the event of an equality of votes on any question, the person presiding may exercise a second or casting vote.
- (3) Subject to rule 20(5), the committee may act despite any vacancy on the committee.
- (4) Any act or thing done or suffered, or purporting to have been done or suffered, by the committee or by a sub-committee appointed by the committee, is valid and effectual despite any defect that may afterwards be discovered in the appointment or qualification of any member of the committee or sub-committee.

PART IV

GENERAL MEETINGS

ANNUAL GENERAL MEETINGS – HOLDING OF

- 23.** (1) With the exception of the first annual general meeting of the association, the association must, at least once in each calendar year and within the period of 6 months after the expiration of each financial year of the association, convene an annual general meeting of its members.
- (2) The association must hold its first annual general meeting:

- (a) within the period of 18 months after its incorporation under the Act; and
- (b) within the period of 6 months after the expiration of the first financial year of the association.
- (3) Clauses (1) and (2) have effect subject to any extension or permission granted by The Commissioner under section 26(3) of the Act.

ANNUAL GENERAL MEETING – CALLING OF AND BUSINESS AT

- 24.** (1) The annual general meeting of the association is, subject to the Act and to rule 23, to be convened on such date and at such place and time as the committee thinks fit.
- (2) In addition to any other business which may be transacted at an annual general meeting, the business of an annual general meeting is to include the following:
- (a) to confirm the minutes of the last preceding annual general minute and of any special general meeting held since that meeting;
 - (b) to receive from the committee reports on the activities of the association during the last preceding financial year;
 - (c) to elect office-bearers of the association and ordinary members of the committee;
 - (d) to receive and consider the statement which is required to be submitted to members under section 26(6) of the Act.
- (3) An annual general meeting must be specified as such in the notice convening it.

SPECIAL GENERAL MEETINGS – CALLING OF

- 25.** (1) The committee may, whenever it thinks fit, convene a special general meeting of the association.
- (2) The committee must, on the requisition in writing of at least 5% of the total number of members, convene a special general meeting of the association.
- (3) A requisition of members for a special general meeting:
- (a) must state the purpose or purposes of the meeting; and
 - (b) must be signed by the members making the requisition; and
 - (c) must be lodged with the secretary; and
 - (d) may consist of several documents in a similar form, each signed by one or more of the members making the requisition.
- (4) If the committee fails to convene a special general meeting to be held within 1 month after that date on which a requisition of members for the meeting is lodged with the secretary, any one or more of the members who made the requisition may convene a special general meeting to be held not later than 3 months after that date.
- (5) A special general meeting convened by a member or members as referred to in Clause (4) must be convened as nearly as is practicable in the same manner as general meetings are convened by the committee and any member who consequently incurs expense is entitled to be reimbursed by the association for any expense so incurred.

NOTICE

- 26.** (1) Except if the nature of the business proposed to be dealt with at a general meeting requires a special resolution of the association, the secretary must, at least 14 days before the date fixed for the holding of the general meeting, cause to be sent by pre-paid post to each member at the member's address appearing in the register of members, a notice specifying the place, date and time of the meeting and the nature of the business proposed to be transacted at the meeting.
- (2) If the nature of the business proposed to be dealt with at a general meeting requires a special resolution of the association, the secretary must, at least 21 days before the date fixed for the holding of the general meeting, cause notice to be sent to



each member in the manner provided in clause (1) specifying , in addition to the matter required under clause (1), the intention to propose the resolution as a special resolution.

(3) No business other than that specified in the notice convening a general meeting is to be transacted at the meeting except, in the case of an annual general meeting, business which may be transacted under rule 24(2).

(4) A member desiring to bring any business before a general meeting may give notice in writing of that business to the secretary who must include that business in the next notice calling a general meeting given after receipt of the notice from the member.

PROCEDURE

- 27.** (1) No item of business is to be transacted at a general meeting unless a quorum of members entitled under these rules to vote is present during the time the meeting is considering that item.
- (2) Five members present in person (being members entitled under these rules to vote at a general meeting) constitute a quorum for the transaction of the business of a general meeting.
- (3) If within half an hour after the appointed time for the commencement of a general meeting a quorum is not present, the meeting:
- (a) if convened on the requisition of the members, is to be dissolved; and
 - (b) in any other case, is to stand adjourned to the same day in the following week at the same time and (unless another place is specified at the time of the adjournment by the person presiding at the meeting or communicated by written notice to members given before the day to which the meeting is adjourned) at the same place.
- (4) If at the adjourned meeting a quorum is not present within half an hour after the time appointed for the commencement of the meeting, the members present (being at least 3) is to constitute a quorum.

PRESIDING MEMBER

- 28.** (1) The president or, in the president's absence, the vice-president, is to preside as chairperson at each general meeting of the association.
- (2) If the president and the vice-president are absent or unwilling to act, the members present must elect one of their number to preside as chairperson at the meeting.

ADJOURNMENT

- 29.** (1) The chairperson of a general meeting at which a quorum is present may, with the consent of the majority of members present at the meeting, adjourn the meeting from time to time and place to place, but no business is to be transacted at an adjourned meeting other than the business left unfinished at the meeting at which the adjournment took place.
- (2) If a general meeting is adjourned for 14 days or more, the secretary must give written or oral notice of the adjourned meeting to each member of the association stating the place, date and time of the meeting and the nature of the business to be transacted at the meeting.
- (3) Except as provided in clauses (1) and (2) notice of an adjournment of a general meeting or of the business to be transacted at an adjourned meeting is not required to be given.

MAKING DECISIONS

30. (1) A question arising at a general meeting of the association is to be determined on a show of hands and, unless before or on the declaration of the show of hands a poll is demanded, a declaration by the chairperson that a resolution has, on a show of hands, been carried or carried unanimously or carried by a particular majority or lost, or an entry to that effect in the minute book of the association, is evidence of the fact without proof of the number or proportion of the votes recorded in favour of or against that resolution.
- (2) At a general meeting of the association, a poll may be demanded by the chairperson or by at least 3 members present in person or by proxy at the meeting.
- (3) If a poll is demanded at a general meeting, the poll must be taken:
- (a) immediately in the case of a poll which relates to the election of the chairperson of the meeting or to the question of an adjournment; or
 - (b) in any other case, in such manner and at such time before the close of the meeting as the chairperson directs,
- and the resolution of the poll on the matter is taken to be the resolution of the meeting on that matter.

SPECIAL RESOLUTION

31. A resolution of the association is a special resolution:
- (a) if it is passed by a majority which comprises at least two-thirds of such members of the association as, being entitled under these rules so to do, vote in person or by proxy at a general meeting of which at least 21 days written notice specifying the intention to propose the resolution as a special resolution was given in accordance with these rules; or
 - (b) where it is made to appear to the Commissioner that it is not practicable for the resolution to be passed in the manner specified in paragraph (a), if the resolution is passed in a manner specified by the Commissioner.

VOTING

32. (1) On any question arising at a general meeting of the association a member has one vote only.
- (2) Junior and subscriber members are not entitled to vote.
- (3) All votes must be given personally or by proxy but no member may hold more than 5 proxies.
- (4) In the case of an equality of votes on a question at a general meeting, the chairperson of the meeting is entitled to exercise a second or casting vote.
- (5) A member or proxy is not entitled to vote at any general meeting of the association unless all money due and payable by the member or proxy to the association has been paid, other than the amount of the annual subscription payable in respect of the then current year.

APPOINTMENT OF PROXIES

33. (1) Each member is to be entitled to appoint another member as proxy by notice given to the secretary no later than 24 hours before the time of the meeting in respect of which the proxy is appointed.
- (2) The notice appointing the proxy is to be in the form set out in Appendix 2 to these rules.

PART V



MISCELLANEOUS

INSURANCE

- 34.** (1) The association must effect and maintain insurance under section 44 of the Act.
(2) In addition to the insurance required under clause (1), the association may effect and maintain other insurance.

FUNDS – SOURCE

- 35.** (1) The funds of the association are to be derived from entrance fees and annual subscriptions of members, donations and, subject to any resolution passed by the association in general meeting, such other sources as the committee determines.
(2) All money received by the association must be deposited as soon as practicable and without deduction to the credit of the association's bank account.
(3) The association must, as soon as practicable after receiving any money, issue an appropriate receipt.

FUNDS – MANAGEMENT

- 36.** (1) Subject to any resolutions passed by the association in general meeting, the funds of the association are to be used in pursuance of the objects of the association in such a manner as the committee determines.
(2) All cheques, drafts, bills of exchange, promissory notes and other negotiable instruments must be signed by any 2 members of the committee or employees of the association, being members or employees authorised to do so by the committee.
(3) The assets and income of the association shall be applied solely in the furtherance of its objectives as a community radio station and no portion shall be distributed directly or indirectly to the members of the association except as a bona fide compensation for services rendered or expenses incurred on behalf of the association, as determined by the committee.
(4) In the event of the association being dissolved, the amount which remains after such dissolution and the satisfaction of all debts and liabilities, shall be paid and applied by the committee in accordance with their powers to any fund, institution or authority which is a non-profit organisation.

ALTERATION OF OBJECTS AND RULES

- 37.** The statement of objects and these rules may be altered, rescinded or added to only by a special resolution of the association.

COMMON SEAL

- 38.** (1) The common seal of the association must be kept in the custody of the public officer.
(2) The common seal must not be affixed to any instrument except by the authority of the committee and the affixing of the common seal must be attested by the signatures either of 2 members of the committee or of 1 member of the committee and of the public officer or secretary.

CUSTODY OF BOOKS

- 39.** Except as otherwise provided by these rules, the public officer must keep in his or her custody or under his or her control all records, books and other documents relating to the association.



INSPECTION OF BOOKS

- 40.** The records, books and other documents of the association must be open to inspection, free of charge, by a member of the association at any reasonable hour.

SERVICE OF NOTICES

- 41.** (1) For the purpose of these rules, a notice may be served by or on behalf of the association on any member either personally or by sending it by post to the member at the member's address shown in the register of members.
- (2) If a document is sent to a person by properly addressing, prepaying and posting to the person a letter containing the document, the document is, unless the contrary is proved, taken for the purposes of these rules to have been served on the person at the time at which the letter would have been delivered in the ordinary course of the post.



**APPENDIX 3.
(RULE 10)**

**Bega Access Radio Incorporated
Conflict Resolution Policy**

These procedures exist to provide a documented democratic process to assist in resolving any form of conflict arising within the association, or a conflict between the association and any other party or organisation.

Section1:

Within the Association:

- A). The committee, or persons appointed by the committee shall attempt to resolve any problems in the first instance through consultation of all parties involved in any dispute, and mediation between said parties.

If the conflict has arisen as a result of misunderstanding or wilful or deliberate disregard for station rules or policies, the committee of the association may without consultation to the general membership, issue reprimands or penalties as follows:

Step 1.

A first offence will be dealt with by consultation of the member or members responsible to ensure thorough understanding of the rules which have been infringed.

The offence and action taken will be documented by the association secretary and kept on file, a copy of which will be presented to the offending member.

Step 2.

A further offence will result in a written reprimand to the member or members responsible, a copy of which will be kept on file by the association secretary.

Step 3.

If after implementation of Steps 1 and 2 the member or members continue to refuse to adhere to the rules of the association, suspension of on air privileges for a period of not less than one month and not longer than 6 months may be instituted.

This will be documented and kept on file by the association secretary, and the member or members notified in writing of their suspension and its duration.



Note:

A member may make an appeal in writing against suspension, and lodge it with the association secretary to have it raised at the next scheduled committee meeting as an item for general business. If an appeal is upheld, the member will receive reinstatement of on air privileges and on request a written apology.

Step 4.

If, after implementation of a suspension, the member or members continue to disregard the directions of the committee or persons appointed thereby, the committee may, as required, terminate the member or members on air privileges permanently and consider total expulsion from the association as an option.

- B).** If the conflict has arisen within the committee itself, as a result of misunderstanding or wilful or deliberate disregard for station rules or policies by a committee member or members, the committee of the association shall attempt to resolve the conflict internally through discussion and democratic vote as set out in the constitution of the association.

In the event of a dispute arising involving the committee itself or members thereof which cannot be resolved by the committee, the committee may by consultation to the members present at a general meeting, using the resolution procedures for formal meetings (page 3) put forward a resolution via the secretary in the proper manner to be voted on by that meeting, to resolve the issue or issues concerned.

Between the Association and another party or organisation:

The committee, or persons appointed by the committee shall attempt to resolve any problems in the first instance through consultation of all parties involved in any dispute, and mediation between said parties.

If the conflict has arisen as a result of misconduct on the part of an association member or members, or wilful or deliberate disregard for station rules or policies, the committee of the association will institute the procedures set out above for internal disciplining of the member or members involved.

The committee shall also take the following steps to resolve the external conflict:

Step 1.

If the conflict has arisen as a result of any on air comments by a presenter associated with the station, the station will issue an on air retraction and apology for any erroneous comments or statements made by the presenter at regular intervals throughout the broadcasting schedule.

Appendix 3 (cont.)

Step 2.

A further written apology and retraction will be issued, if required, in all local media to appear as soon as possible.

Step 3.

If, after implementation of Steps 1 and 2 the conflict cannot be resolved, the committee will seek clarification of its legal position and possible further actions to be taken from the station solicitors.

Note:

These actions will be fully documented and kept on file by the association secretary, and the general members informed of the situation as soon as practicable.

Section 2 :

Conflict Resolution Procedures for Formal Meetings

Stage 1: Rules and Structures

1. Neutral chairperson / mediator.
2. Purpose to solve or better manage the conflict.
3. Agreed length of time for meeting (e.g. two hours).
4. People present agree to stay until the allotted time.
5. Appoint official timekeeper for various stages. Appoint a note taker.
6. Participants agree to limit time of speaking.
7. Explain the structure of stages 2 to 6.

Stage 2: Case Presentation

Each involved party is allowed up to five minutes to relate their side of the problem. No interruptions are permitted. The time keeper will inform the speaker when they have one minute left in which to finish their address. The note taker summarises the main points of the speakers' statement of grievance.



Stage 3: Questions

In this stage, lasting around half an hour, the involved parties may ask questions of each other if they desire. The person answering should repeat the question to make sure that they and the audience have understood it, and then proceed to answer the question as completely as possible.

Stage 4: Summary of Grievances

The Chairperson / Mediator summarises the grievances of each party, either verbally or in writing if required.

Stage 5: Resolution

Based on the information gained in the previous stages the chairperson / mediator, in consultation with all present, generates options to resolve the conflict and may make a statement of reasons for the decision. (see considerations for mediators).

Stage 6: Vote

The options put forward as solutions to the conflict can be raised as motions to be put to a vote by the members of the association.

Section 3:

Considerations for Chairpersons / Mediators

1. Peoples' attitudes when in conflict are generally based on the following:
 - a) How safe or hostile they perceive the meeting to be.
 - b) How distressed and / or confused they are over the problem.
 - c) How long the problem has existed and how much effort they have expended in trying to resolve the problem before resorting to mediation.
 - d) What other people have been saying to or about them.
 - e) It can be expected that in some instances the problem has no solution acceptable to all concerned and extreme frustration can result.
2. The major role of the mediator is to create a tolerant non- threatening environment where every involved party may relate their feelings uninterrupted.
3. The basic guideline should be win / win, or success for all parties wherever possible. Fair-play should be the purpose of any mediator in a conflict resolution procedure.

Appendix 3 (cont.)

4. The mediator needs to work towards a clear statement of the problem. An accurate definition of the actual problem may be a minor solution within itself. The aim should be to focus everyone's attention at the core of the problem.
5. When making a resolution (Section 2, Stage 5) the mediator should make a statement of reasons for their options / decisions. A statement of reasons should be as lucid as possible and flow logically and easily.

The statement of reasons is a reflection of how the decision was reached. If the statement includes the necessary information and sets it out in an ordered logical manner, it is a fair indication to all parties that the decision itself was arrived at fairly and properly.

- a) It is not sufficient to merely quote a section of the constitution as being the reasons for a decision. If the decision relies on a section of the constitution, this should be on the basis that the information considered by the mediator and consultants justifies the application of the constitution as a basis for the decision.
- b) The information set out in the statement must be appropriate to the decision making process. It is important to sift through all the information, but only the relevant facts – those used to reach a decision – should be set out in the statement as extraneous information may only obscure the relevant issues.