

ANTI-BULLYING POLICY

Community Radio Broadcasting Codes of Practice:

Code 2: Principles of adversity

Code 3: General programming

Code 7: Complaints

Review: January 2021

WYNFM Anti-Bullying Policy

WynFM is committed to providing an environment that is free from bullying. Bullying has the potential to result in significant negative consequences for an individual's health and wellbeing, and bullying in all forms is unacceptable in our radio station.

Bullying is characterised by repeated, unreasonable behaviour directed at a person, or group of persons, that creates a risk to health and safety. Bullying behaviour is that which a reasonable person in the circumstances would expect to victimise, humiliate, undermine, threaten, degrade, offend or intimidate a person. Bullying behaviour can include actions of an individual or a group.

Whilst generally characterised by repeated behaviours, one-off instances can amount to bullying.

The following types of behaviour, where repeated or occurring as part of a pattern of behaviour, would be considered bullying:

- verbal abuse including shouting, swearing, teasing, making belittling remarks or persistent unjustified criticism;
- excluding or isolating a group or person;
- spreading malicious rumours; or
- psychological harassment such as intimidation.

Bullying includes cyber-bullying which occurs through the use of technology. New technologies and communication tools, such as smart phones and social networking websites, have greatly increased the potential for people to be bullied through unwanted and inappropriate comments.

WynFM will not tolerate abusive, discriminatory, intimidating or offensive statements being made online.

If any person believes they are being, or have been, bullied by another person bound by this Manual, he or she may make a complaint in accordance with the complaints procedure set out in this Manual.

Documents relating to this Policy

Community Radio Broadcasting Codes of Practice
Code 2: Principles of diversity and independence
Code 3: General Programming

WYNFM Community Radio Inc Constitution

WYNFM Policies

- Volunteer Policy
- Social Media Policy
- Diversity Policy
- Complaints Policy
- Internal Conflict Policy
- Health and Safety Policy
- Computer and Internet Usage Policy
- Anti Discrimination and Harassment Policy