



# Code of Conduct

## Introduction

This code of conduct articulates the values of our society. It is a guideline and reference point for communication and conduct between all society members, volunteers, staff, board members and programmers; this includes interaction with the community at large. Members and volunteers who do not adhere to the Code of Conduct will be required to participate in the society'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. The Radio Malaspina Society 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 society.

## Description

The Radio Malaspina Society Code of Conduct sets the standard of conduct for all members of the society.

## Definition

**Code of Conduct:** Principles, values, standards, and rules of behaviour that contribute to the welfare of the society, and respect the rights of all constituents affected by its operations.

## Applies to

All members of the Radio Malaspina Society.

## Code of Conduct

1. Treat other people as you would like to be treated yourself.
2. Verbal and physical attacks are not tolerated.
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.

Code of Conduct      Initials: SC / SC / Hs / CJ / rd / Jj / Pz /


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 community or student members, volunteers, staff, or station visitors, 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. This code of conduct is approved by the Board of Directors annually, subject to input from members of the Radio Malaspina Society community.

**Created:** First Quarter 2015. Updated in Fall 2021 to follow current policy formatting.

**Originally Adopted:** 11 January 2016.

**Last Modified:** Fall 2021.

## Policy Approved By

Director Name	Position	Signature
Sandeep Chauhan	President	 Sandeep Chauhan (Feb 13, 2022 16:46 PST)
Lauren Mayes	Vice President	 Lauren Mayes (Feb 13, 2022 16:46 PST)
Camille James	Secretary	 Camille James (Feb 13, 2022 16:29 PST)
Hannah Sprague	Treasurer	 Hannah Sprague (Feb 13, 2022 16:36 PST)
Robin Davies	Member at Large (Community—VIU)	 rd (Feb 13, 2022 17:39 PST)
Janel Jezerski	Member at Large (Community)	 Janel Jezerski (Feb 13, 2022 17:22 PST)
Mick Sweetman	Member at Large (Student)	 Mick Sweetman (Feb 13, 2022 23:33 PST)
Paula Mayela Zerpa Mayorga	Member at Large (Student)	 Paula Mayela Zerpa Mayorga (Feb 13, 2022 23:33 PST)
Robert Thompson	Member at Large (Student)	 Robert Thompson (Feb 13, 2022 23:33 PST)

Dated 2022-02-13