



Acknowledgement

We acknowledge the First Nations history and sovereignty of the Country we work, gather and create upon. We acknowledge the Jagera, Yuggera and Turrbal people, and pay our respect to their Elders, past and present.

We understand that all of our activity takes place on unceded sovereign land amongst ongoing colonisation, and that our station is built upon this history. We acknowledge that, for many of our community, concepts of safety and freedom from oppression are ideals rather than realities, and that no space is entirely safe for everyone when our activities occur within a colonial framework.

Statement of intent

Station values

The following values underpin all of our activity at 4ZZZ, including our rights framework and process:

- *Respect* – We will embrace a culture of respect among ourselves and with others
- *Independence* – We will promote community action and forge our own way
- *Diversity* – We will value and engage people on the margins
- *Creativity* – We will support and encourage creative thinking and actions within our community

Guiding Principles

In line with our station values, the following principles underpin our process for responding to situations, behaviours and actions impacting on somebody's rights at the Station.

Our process will endeavour to:

- Centre the needs, priorities and goals of the person/s affected,
- Work towards the person whose attitudes, behaviours and actions are impacting on somebody's rights at the Station to take responsibility,
- Respect the rights of each person in the process,
- Be non-colonial, non-carceral, non-punitive and resist disposability culture,

- Find creative, flexible and nuanced responses that involve and build on community strengths and relationships,
- Practice sensitivity and discernment around the broad spectrum of discomfort, conflict, oppression and harm,
- Work reactively to address harm caused and proactively to prevent further harm,
- Where safe and possible, continue participation of the person whose attitudes, behaviours and actions are impacting on somebody's rights at the Station.

We recognise that, particularly within the limitations of a mostly volunteer-run organisation, *we are still learning and we will not always get this process right*. However, we will always do our best.

Our approach

We believe our best contributions occur when everybody is feeling safe, comfortable and respected. All members of our community have the right to freedom from oppression and equal opportunity to participate at 4ZZZ. Each person has the right to be free from disempowering, demeaning and/or degrading attitudes and behaviour based on their social status, including but not limited to their:

- | | |
|---------------|---------------------------------|
| ● Dis/Ability | ● Sex and/or gender identity |
| ● Age | ● Sexual orientation |
| ● Religion | ● Work (including sex work) |
| ● Education | ● Family or relationship status |
| ● Race | ● Carceral history or status |
| ● Class | ● Physical appearance |

4ZZZ lives in a world with a complexity of interpersonal, social, institutional and industry power relations and imbalances, and this is reflected in our community. This wild mix is a strength of ours, but it is on all of us to be aware of these, educate ourselves on them and challenge them.

We are always learning how to negotiate relationships through these imbalances and there is an expectation that we will help each other understand how we can resist them to give everyone equal opportunity. These imbalances are often implicit and upheld unknowingly. We can support each other to see these better.

As a community, we should take responsibility for the ways that we might minimise, ignore, rationalise or avert our gaze to avoid complex or conflictual situations. Taking responsibility is generally an uncomfortable process. The better we become at responding to smaller situations, the better equipped we can be to respond to larger ones together.

We know our dominant culture is still learning how to address interpersonal oppression and harm in non-colonial, non-carceral, non-punitive and non-disposable ways. This means intentionally working outside binary and legalistic frameworks and rather recognising our

community is founded on relationships. Being a progressive, mostly volunteer-run community media organisation also presents circumstances that require creative, nuanced, flexible and/or collective responses. We realise we might not always get this right, so we are committed to ongoing revision of these practices.

In-keeping with the history of collective governance and countercultural politics of ‘*Agitate, Educate, Organise*’ at 4ZZZ, we also recognise that some instances of friction and discord are normal and required to create change. We want to welcome people with a diversity of ideas, focuses, stories, experiences, socialities and needs. Whilst always working to maintain safety, we resist the idea that community can or should be entirely sanitised, smooth and undeviating.

Policy

This document outlines our policy and process for when we become aware of situations, behaviours and actions impacting on somebody’s rights at the Station. 4ZZZ is committed to practising social justice in the ways we prevent and respond.

Who does this policy apply to?

This framework applies to paid staff and volunteers at 4ZZZ community radio, in person and online.

Policy location

This policy is intended to sit beneath the 4ZZZ Pay The Rent plan, which is currently in progress. This is a living document that will be continuously revised alongside this plan.

Responsibilities

This policy delegates the board’s legislative and regulatory responsibility to maintain a psychosocially safe workplace to the Station Manager. The board is responsible for ensuring that the Station Manager is equipped and supported and maintains legal responsibility. However, at a certain level of severity, the process will still go through the board.

While the Station Manager is *ultimately* responsible for community safety, they are not *solely* responsible: this responsibility is shared community-wide.

Policies

Our organisation is committed to the following policies:

1. Each member of our community has the right to non-oppressive work/organisational conditions, including:
 - i. Freedom from demeaning or degrading gesture, look, talk or touch within the work/organisational environment;

- ii. Freedom from racial status, stereotypes and assumptions within the work/organisational environment;
 - iii. Freedom from sexual or otherwise inappropriately intimate gesture, look, talk or touch within the work/organizational environment;
 - iv. Freedom from assignment to demeaning or degrading tasks due to social or physical difference and diversity;
 - v. Freedom from barriers to participation and learning due to social or physical difference and diversity.
2. A commitment to respond positively, sensitively and proactively to any conditions that affect these rights,
3. A commitment to proactive community development throughout the process, which empowers our members to promote our values and respond to conditions that affect these rights.

Process

Building on the values and commitments in this Rights Framework, we have articulated a process for responding to situations, behaviours and actions impacting on somebody's rights at the Station. Our process upholds certain rights for each member of the process, and involves a series of stages for response.

For a detailed explanation of the process and what to expect, please see our explanatory note. Available on the 4ZZZ Website and Wiki.

Record keeping, transparency and handover

Records will be kept in a secure location and de-identified. Incoming Station Managers will be inducted into any ongoing processes by current Station Managers.

Statistics for the number of processes which have occurred in the year and a category for the kind of situation they have responded to will be included in the annual report.

Feedback

We are committed to considering feedback on anything involving this policy and activities related to it. If you have feedback, please email:

- The Station Manager: manager@4zzz.org.au
- The board (received by all members): board@4zzz.org.au
- The chair: chair@4zzz.org.au
- The secretary: secretary@4zzz.org.au