

BERKSHIRE COMMUNITY RADIO ALLIANCE
GRIEVANCE POLICY

BCRA is an open, democratic organization in which members are invited to participate and be involved in the governance of the organization. All meetings are open to members and the public alike. The following procedure is to facilitate speedy resolution of problems.

Grievance with an Individual

If you feel that you have a grievance with an individual in the organization, we ask that you make a good faith effort to resolve issues directly with the individual before involving the organization. If this proves unsatisfactory, please contact a member of the Grievance Committee (GC) to request a meeting within 14 days.

Grievance with a Committee

If you have a grievance with a committee, please submit it in writing to the chair of that committee for the agenda of the next meeting to explain your grievance and for discussion with a quorum of the committee. If this does not provide a satisfactory resolution, please contact a member of the GC to request a meeting within 14 days.

Grievance with Policy or Governance

Please contact a member of the GC to request a meeting within 14 days, or to recommend a specific committee that may be able to resolve the issue.

Last Resort

A grievance that has not been satisfactorily resolved by meeting with the GC may be brought to a quorum of the Board of Directors and a representative of the GC as a last resort. The Board may then choose to hear the grievance and render a final decision by a 2/3 majority, or to accept the decision of the GC as final.

In all cases, implicated parties in a grievance will be asked to attend the hearing. If any party sits on a committee or the Board to which the grievance is brought, they shall recuse themselves from participating in the deliberation or decision of the committee or the Board. A written record of the decision will be kept in a BCRA confidential file.

The Board of Directors, staff and volunteers working on behalf of the organization shall not discriminate against any member on the basis of race, ethnicity, religion, age, sexual preference, disability or marital status. If a member is found to have engaged in discrimination or harassment toward another member, the Board may take punitive action or empower a committee to do so.