

# **National Federation of Community Broadcasters**

## **Harassment and Workplace Violence Prevention Policy**

The National Federation of Community Broadcasters [hereinafter referred to as NFCB] is concerned for the health and well-being of each employee, volunteer, and participant. All employees, volunteers, and participants should be treated with courtesy and respect at all times. NFCB is committed to providing a workplace that is safe and free from harassment, intimidation, and any acts of violence or threats of violence in any form. NFCB will not tolerate any type of harassment or violence of its employees, board members, volunteers, participants, vendors/business partners or clients/consumers. This includes any form of electronic communication.

As used in this policy, the term "harassment" includes sexual as well as harassment based on any protected classification, such as a person's race, color, sex, sexual orientation, gender identity, size, religion, ethnic heritage, mental or physical disability, age and/or appearance. Any behavior that fosters a hostile work environment is prohibited.

Examples of prohibited conduct include racial and ethnic slurs, making offensive references to stereotypes, or jokes about characteristics protected by law. It is not considered harassment, discrimination or other behavioral misconduct of any sort for the NFCB board of directors or a supervisor to enforce job performance and standards of conduct in a consistent manner.

### **Anti-Bullying**

Bullying goes beyond the single episode of teasing or fighting. Bullying is a pattern of behavior in which the bully attempts to intimidate their victim. Examples of bullying behavior range from teasing, to extortion, to physical assault, this includes any form of electronic communication.

At NFCB all forms of bullying are strictly prohibited. Employees, volunteers, and participants who are observed or discovered to be engaged in bullying are subject to disciplinary procedures.

### **Workplace Violence**

Workplace violence is defined as performing actions or using words that endanger or harm another individual or result in another individual having a reasonable belief that they are in danger. Any conduct that makes an individual feel endangered is in violation of this policy.

Firearms, weapons, and other dangerous or hazardous devices or substances are prohibited from NFCB workplace premises without proper authorization.

Examples of workplace violence amounting to behavioral misconduct include but are not limited to:

- Verbal or physical threats
- Assaults or other violence
- Any behavior that causes others to feel unsafe such as bullying, shouting, or name calling
- Belligerent, threatening or offensive comments
- Hitting, pushing, or other similar physical contact, including touching or threats to take such action

- Gestures or the display of offensive signs or pictures
- Other aggressive behavior

Conduct that threatens, intimidates, or coerces another employee, volunteer, participant, board member, or a member of the public at any time will not be tolerated; this includes any form of electronic communication.

Anyone determined to be responsible for threats of (or actual) violence or other conduct that is in violation of these guidelines will be subject to prompt disciplinary action up to and including the possible termination of employment. See 'Reporting' section below.

### **Harassment**

NFCB is committed to providing a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment. Actions, words, jokes, or comments based on an individual's sex, race, color, national origin, age, religion, disability, sexual orientation, gender identity, or any other legally protected characteristic will not be tolerated. NFCB provides ongoing sexual harassment training to ensure an environment free of sexual and other unlawful harassment.

Any action may be considered harassing if it:

1. creates a hostile, intimidating or offensive work environment;
2. unreasonably interferes with an employee's or volunteer's work performance; or
3. adversely impacts an individual's employment opportunities.

An employee's, volunteer's, and/or participant's conduct will be considered unwelcome and in violation of this policy when the employee, volunteer, and/or participant should have known that the conduct was unwelcome, or when the person subjected to the conduct voiced their objection.

Sexual harassment is defined as unwanted sexual advances, or visual, verbal, or physical conduct of a sexual nature. This definition includes many forms of offensive behavior and includes gender-based harassment of a person of the same sex as the harasser. This includes any form of electronic communication. The following is a partial list of sexual harassment examples:

- Unwanted sexual advances.
- Offering employment benefits in exchange for sexual favors.
- Making or threatening reprisals after a negative response to sexual advances.
- Visual conduct that includes leering, making sexual gestures, or displaying of sexually suggestive objects or pictures, cartoons or posters.
- Verbal conduct that includes making or using derogatory comments, epithets, slurs, or jokes.
- Verbal sexual advances or propositions.
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, or suggestive or obscene letters, notes, or invitations.
- Physical conduct that includes touching, assaulting, or impeding or blocking movements.

Unwelcome sexual advances (either verbal or physical), requests for sexual favors, and other verbal or

physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment or role; (2) submission or rejection of the conduct is used as a basis for making employment or volunteering decisions; or, (3) the conduct has the purpose or effect of interfering with work performance or creating an intimidating, hostile, or offensive work environment.

### **Reporting, Investigation and Disciplinary Action of Bullying, Violence or Harassment**

NFCB urges any employee, volunteer, or participant who believes that they have been treated in violation of this Policy to first consider telling the offending party that their conduct or behavior is inappropriate.

However, if an employee, volunteer, or participant is not comfortable confronting the offending party, they should immediately report the matter to: a) Their immediate supervisor; or b) The Executive Director (or other designated Human Resources contact); or c) if the Executive Director is involved, the Board Chair or any Board Member (or other designated Human Resources contact). Reporting disputes or differences with other employees, volunteers, or participants should be done before the situation escalates.

NFCB is eager to assist in the resolution of disputes, and will not discipline employees, volunteers, or participants for raising such concerns. All allegations of harassment will be quickly and discreetly investigated. No employee, volunteer, or participant who makes a good faith allegation will be subject to retaliation. Nor will any employee, volunteer, or participant be retaliated against for participating in any investigation of inappropriate conduct. Retaliation in response to reports of sexual or other unlawful harassment will not be tolerated and will be subject to disciplinary action, up to and including the possible termination of employment or role.

The investigation will generally consist of interviews with witnesses to the event/conduct, including the complainant and the alleged harasser. To the extent possible, confidentiality of the person reporting, of any witnesses and the alleged harasser, will be protected against unnecessary disclosure. When the investigation is completed, the complainant and the alleged wrongdoer will be informed of the outcome of the investigation.

NFCB will take prompt disciplinary action in response to policy violations. Disciplinary action may include termination of employment or role.

### **Alternative Legal Remedies**

Nothing in this policy may prevent the complainant or the respondent from pursuing formal legal remedies or resolution through local, state or federal agencies or the courts.

If you have questions about this policy, contact the Executive Director for additional information.

Approved by the National Federation of Community Broadcasters Board of Directors  
on February 15, 2018.