



## KCR Anti-Bullying Policy

Bullying is unacceptable at KCR and any bullying behaviour by a member of the Association will not be tolerated.

**KCR aims to:**

- adopt a risk management approach to bullying which identifies hazards, assesses risk, and eliminates or controls the source of the problem
- create a working environment that is free from bullying and one where all members of the Station are treated inclusively and with respect
- always promote appropriate standards of conduct
- ensure that all Presenters and other Volunteers know their rights and responsibilities with regards to bullying
- encourage the reporting of behaviour which breaches this policy
- provide an effective procedure for bullying complaints in accordance with Association's Constitution
- engage in a process of regular policy and procedural review and improvement.