



Near Media Co-Op Volunteers Charter

We recognise and respect the contribution of volunteers, recognise the rights of paid workers to join trade unions and provide satisfactory working conditions for both.
Community Radio Charter for Europe Point 8.

Volunteering to produce social benefit is an expression of humanitarian concern, allowing an individual to make a personal contribution to life in the community. As a volunteer with Near Media Co-op you will have certain rights and responsibilities. We set out below the current charter for volunteers.

A Volunteer's Rights

1. The right to participate in the Co-op's policy making processes. This can be done by attending meetings and /or by applying for shareholding in the Co-op.
2. The right to information regarding the Co-op's affairs, its management structures policies, financial affairs etc.
3. The right to be heard, and to have his/her views and opinions taken into consideration in framing policy or in determining operational procedures, and rules and regulations.
4. The right to training and development.
5. The right to adequate grievance procedures.
6. The right to seek a change in role or function.
7. The opportunity to advance personal objectives, e.g. career training in communications or journalism, provided only that it does not clash with Co-op or Community media objectives.
8. The right to pre-agreed out of pocket expenses, where the Co-op's policies so permit.

A Volunteer is obliged to

1. Understand and, by his/her actions, support the aims and objectives of Near Media Co-op.
2. Have a commitment to the Co-op over and above merely presenting or producing in his/her own area. This means working on sub-committees, attending meetings, supporting our social and fundraising functions etc.
3. Accept the authority of the Committee of Management or its designate(s) in all matters affecting the Co-op, including management structure, programming policy, programme content and quality etc.
4. Accept the Co-op's right to establish rules and regulations.
5. Accept the Co-op's disciplinary procedures including the right to discontinue an individual's voluntary service.
6. Honour the commitment made to fulfilling the agreed role or function within the Co-Op, to the standards set by the Co-op.
7. Participate in and contribute to the Co-op's internal evaluation processes.
8. Conform to the legal requirements of radio programming and broadcasting.
9. Accept that all information compiled and all programme material made using the Co-op's equipment and facilities, is the property of the Co-op unless express permission is given to the contrary.
10. Maintain confidentiality about matters in regard to which the Co-op deems it necessary.

NEAR MEDIA CO-OP VOLUNTEER WARRANTY

I, the undersigned agree to:

Uphold the ethos and follow the guidelines of Near Media Co-op.

When in charge of broadcasting I agree:

That anything contravening the libel, slander and defamation laws shall not be broadcast.

That anything likely to incite or promote crime or hatred shall not be broadcast.

That anything which is sub-judiced (prohibited from entering the public domain by the courts) shall not be broadcast.

That anything contravening the libel and defamation laws or breaching the BAI's regulations shall not be broadcast.

In case I need to cancel my program I agree to inform the station administrator Alan Braddish , alan@near.ie with possibly one week notice so that he can arrange for another volunteer to stand in for my program.

That the privacy of any individual shall not be unreasonably encroached upon.

I will promote the good name of Near Media Co-op, and not knowingly do anything to damage Near's reputation.

Name _____

Signature: _____

Date: _____