

# **Rainbow Radio Wales Zero-Tolerance Policy on Discrimination, Hate Speech, and Abuse**



**RAINBOW RADIO**

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## 1. Purpose

Rainbow Radio Wales is committed to fostering an inclusive, respectful, and safe environment for all employees, presenters, staff, and listeners. This Zero-Tolerance Policy aims to protect our community from discrimination, hate speech, and abuse, whether it originates from within the organization or from external sources such as the public.

## 2. Scope

This policy applies to all Rainbow Radio Wales employees, presenters, contractors, volunteers, and any individuals associated with the station, including members of the public who interact with the station through emails, WhatsApp messages, phone calls, or other communication channels.

## 3. Zero-Tolerance for Discrimination, Hate Speech, and Abuse

### 3.1. Definition

- **Discrimination:** Any unfair treatment or unjust distinction made against individuals or groups based on characteristics such as race, colour, ethnicity, national origin, religion, gender, gender identity, sexual orientation, disability, age, or any other protected status.
- **Hate Speech:** Any speech, writing, or behaviour that attacks or uses pejorative or discriminatory language with reference to a person or a group on the basis of who they are, in other words, based on their religion, ethnicity, nationality, race, colour, descent, gender, or other identity factors.
- **Abuse:** Any form of harassment, bullying, intimidation, or any action that causes physical, emotional, or psychological harm to another individual.

### 3.2. Policy Statement

Rainbow Radio Wales has a Zero-Tolerance stance on discrimination, hate speech, and abuse. This means that any incident of such behaviour will be met with immediate and decisive action, including, but not limited to, warnings, suspension, termination, or legal action as necessary.

## **4. Public Interactions**

### **4.1. Incoming Communications**

- **Emails, WhatsApp Messages, and Phone Calls:** Any form of discrimination, hate speech, or abuse directed towards our employees, presenters, or staff from the public through incoming emails, WhatsApp messages, phone calls, or any other communication channel will not be tolerated.
- **Response Protocol:**
  - Such communications will be documented and reported to the station management immediately.
  - The offending party will be informed that their behaviour is unacceptable and will be warned or blocked from further communication depending on the severity of the incident.
  - Repeated or severe incidents may be reported to law enforcement authorities.

### **4.2. Social Media and Online Platforms**

- **Monitoring and Moderation:** The station will actively monitor its social media channels and online platforms to ensure they remain free from discriminatory, hateful, or abusive content.
- **Action:** Any individual or entity found violating this policy on our social media or online platforms will be banned or blocked, and the offending content will be removed.

## **5. Internal Conduct**

## 5.1. Employee, Presenter, and Staff Conduct

- **Mutual Respect:** All employees, presenters, and staff are expected to treat each other with dignity, respect, and professionalism at all times. This includes respecting differences in race, gender, sexual orientation, religion, disability, and other protected characteristics.
- **Prohibited Behaviour:**
  - **Discrimination:** Any form of discrimination between employees, presenters, and staff is strictly prohibited.
  - **Hate Speech:** The use of hate speech in any form within the station is strictly prohibited.
  - **Abuse:** Any form of harassment, bullying, or abusive behaviour within the organization is strictly prohibited.

## 5.2. Reporting and Disciplinary Action

- **Reporting:** Employees, presenters, or staff members who experience or witness any form of discrimination, hate speech, or abuse are encouraged to report the incident to the station management or HR department immediately.
- **Confidentiality:** All reports will be handled with the utmost confidentiality, and no one who reports in good faith will face retaliation.
- **Investigation:** All reported incidents will be thoroughly investigated, and appropriate disciplinary action will be taken. This may include verbal or written warnings, suspension, termination of employment, or legal action, depending on the severity of the offense.

## 6. Training and Awareness

- **Training Programs:** Rainbow Radio Wales will provide regular training and awareness programs to educate all employees,

presenters, and staff on the importance of maintaining a respectful, inclusive, and abuse-free workplace.

- **Continuous Improvement:** The station will regularly review and update its policies and procedures to ensure they remain effective and in line with best practices.

## **7. Conclusion**

Rainbow Radio Wales is committed to upholding this Zero-Tolerance Policy and ensuring that our station remains a place where diversity is celebrated, and all individuals feel safe, respected, and valued. Any violation of this policy is taken seriously and will be addressed promptly and appropriately.