

WEFT Programming Committee
Disciplinary Policy
Approved January 9, 1997
Amended June 28, 2001
Amended November 28, 2017

Purpose:

The Policy is designed to provide a uniform procedure by which the Programming Committee may enforce the programming policies of WEFT with regard to the on-air related conduct and action of individual volunteers and Airshiffters.

Violations:

Policy violations are any failure of an Airshifter or volunteer to comply with the terms of the Airshifter Contract, the Programming Committee's Standard Operating Procedure, which include, but are not limited to:

- Airing indecency or obscenity
- Missing an airshift
- Missing a satellite feed
- Arriving late for a show
- Failure to make legal IDs

Special Notes on Indecency and Obscenity:

The WEFT Programming Committee shall operate under the following definitions of Indecency and Obscenity. Please note that the vagueness of these definitions is the direct result of the lack of a specific legal definition to use as a model. Therefore specific interpretation of these definitions is the sole responsibility of WEFT management.

Indecent Programming:

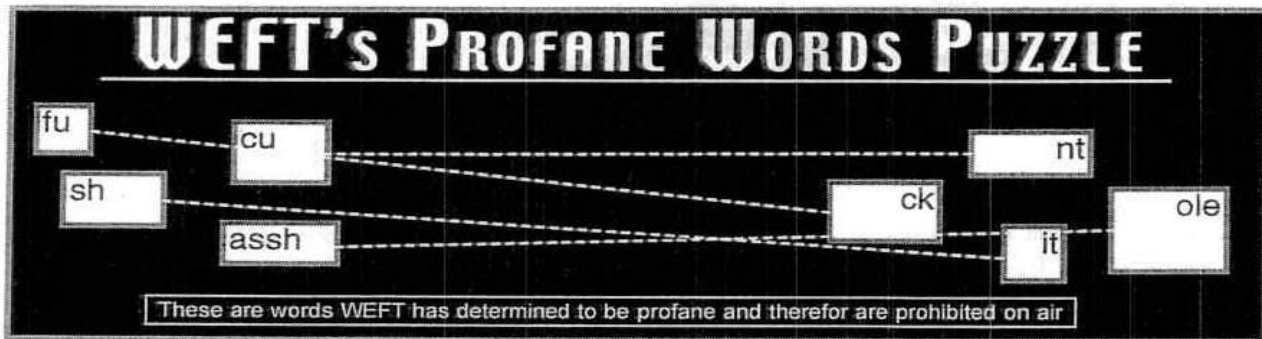
Indecent programming is any programming containing clear and unmistakable descriptions or depictions of sexual or scatological functions which do not necessarily entail the use of vulgar, slang or profane language, including particular words included within the "seven dirty words". Indecent programming also covers the use of profane language, including the "seven dirty words", which may not necessarily be sexual or scatological in nature.

Indecent Programming may never be aired on WEFT between the hours of 6:00am and 10:00pm. Indecent Programming may only be aired on WEFT between the hours of 10:00pm and 6:00am with the explicit written consent of the Programming Committee for each program where indecent programming may be aired. Without explicit consent of the Programming Committee, indecent programming may not be aired.

Obscene Programming:

Obscene programming is any programming containing explicit depictions of sexual or scatological functions which may or may not entail the use of vulgar, slang or profane language. The margin for obscenity shall be compared against what WEFT management perceives to be the general community standard of Obscenity, in parallel with legal precedent, in accord with the above definition.

Obscene programming may not be aired under any circumstances at WEFT.



The PC recognizes that material that can be considered "indecent" by the FCC is:

- 1) not actionable by the FCC between 10:00pm and 6:00am and
- 2) often has real artistic, political or moral merit

The PC may grant an on-going "indecent waiver" to any Airshifter with a slot between 10:00pm and 6:00am who can demonstrate:

- 1) That their proposed indecent programming has serious artistic, political or moral merit
- 2) That they have a regular, on-going volunteer commitment, and remain an Associate in good standing
- 3) That they have a clear understanding of the PC SOP policies on indecent and obscene programming
- 4) That they have no violations of repeated indecent or obscene material

The PC, before granting an on-going waiver, may grant a one-time exception, to allow a proposee to create a demo for the PC to review.

Upon approval, the PC expects the following from the Airshifter:

- 1) That their indecent programming continues to have serious artistic, political or moral merit
- 2) That they continue to have a regular, on-going volunteer commitment, and remain an Associate in good standing
- 3) That they continue to have a clear understanding of the PC SOP policies on indecent and obscene programming
- 4) There will be a probationary status of 13 weeks (shows) after which, the Airshifter will attend a review with the PC. Further reviews will be at the discretion of the PC.

The on-going waiver is understood to have the following distinctions:

- 1) It is for the applying Airshifter and applied slot ONLY. The Airshifter may NOT use their waiver in any other slot, and no substitute Airshifter in that slot may have use of the waiver. Should the Airshifter sub a slot with a waiver, or a substitute Airshifter with a waiver sub the slot, then the waiver holds, as both criteria (an Airshifter and a sub with a waiver) hold. Should the Airshifter move slots, the waiver may carry to the new slot, provided the new slot is also between 10:00pm and 6:00am
- 2) It can be removed at the PC's discretion for violation of criteria one through three above, or upon reversal of this policy

The PC will endeavor to work with Airshifters on any quality issues that may arise before removing a waiver, although they reserve the right to remove it at any time. Quality issues with other aspects of Airshifting (e.g. taking logs, station IDs, recording satellite programming, etc.) are also an acceptable reason for revocation of a waiver.

- 1) The Airshifter expects periodic review by the PC, providing demos as requested.

Any Airshifter found to have aired Obscene or Indecent programming in violation of these guidelines will be disciplined under the following procedure.

Reporting of Violations:

Violations of WEFT programming policy may be reported in writing to the Programming Committee by any member of WEFT. Obscenity and Indecency violations may be reported to the Programming Committee only by the following persons: Members of the Programming and Human Resources Committees and the Board of Directors, the Station Manager and/or the Music Director. Reports of obscenity or indecency violations submitted by other persons may be taken as advisories about potentially violating actions, but may not be the basis of official action under this policy.

Disciplinary Actions

Formal Notice:

When a Violation Report has been reported to The Programming Committee, the committee's chair or vice-chair may immediately issue a Formal Violation Notice to the volunteer that s/he has been reported as having committed this violation. This notice details the reported event and invites the Airshifter to the next committee meeting in order to rectify the situation. This notice does not incur any formal action, nor does it carry any other formal status. It is for the purpose of allowing the Airshifter the opportunity to be heard and to solicit instruction or guidance if necessary. The volunteer is not required to attend this meeting and a committee is not barred from acting in the Airshifter's absence.

At this meeting, the committee shall hear all evidence and conditions regarding the violation and will vote in accordance with procedures set forth in that committee's Standard Operating Procedure to issue one of the following disciplinary actions. However, in the event the Airshifter cannot attend the meeting for logistical reasons, the Committee is encouraged to facilitate as best as possible that volunteer's representation to the committee.

Formal Warning:

This is a warning to the Airshifter that the committee has found her/him in violation of the WEFT policy and may contain any recommendations or other warnings the committee sees fit. No more official action may result from this warning, however this warning is kept on file as a formal action.

Formal Citation:

This is a citation to the Airshifter that s/he has been found in violation of the WEFT policy and may incur formal action as a result. A citation may be issued for any action the committee feels violates WEFT policy, and the committee is not limited in the number of Citations it may issue to a given Airshifter at any time.

The accumulation of any two Formal Citations by an Airshifter will result in that Airshifter undergoing a Formal Program Review.

Formal Program Review:

The Formal Program Review is held during a regularly scheduled Programming Committee meeting to which the cited Airshifter is formally invited. The Committee will review the circumstances of both citations and any warnings issued to the Airshifter, and vote on one of the following course of actions:

Stay in Abeyance:

The Airshifter is allowed to retain his/her slot with the understanding that receiving an additional citation and/or warning within a time period set by the committee will result in the immediate removal of that Airshifter according to the Removal action below.

Removal:

The Airshifter is immediately removed from all on-air positions and programs, and is barred from being on-air for a period set by the committee of at least three months (six months for indecency/obscenity violations). During this time, the Airshifter may not appear on-air in any capacity whatsoever, and may be permanently removed from the air if found in violation of this action. If the Airshifter wishes to return to the air after his/her removal time is finished, the Programming Committee will set down a specific volunteer requirement which must be fulfilled.

Immediate Removal:

In certain instances, the Programming Committee Chair or the Programming Committee Vice-Chair (with written approval of the PC Chair) may act to immediately remove an Airshifter from their program slot.

The following on-air actions may result in the immediate implementation of the Removal process:

- 1) Civil violations that may result in WEFT being held legally or financially responsible for the Airshifter's actions
- 2) Criminal violations that may result in WEFT being held legally or financially responsible for the Airshifter's actions
- 3) FCC violations that may result in WEFT being held legally or financially responsible for the Airshifter's actions

Reinstatement of On-Air Status:

At the end of a suspension period, a removed Airshifter may be reinstated to on air status if s/he has not violated the removal action and has fulfilled any volunteer requirements as set forth by the Programming Committee. The Airshifter is not reinstated to his/her former program and possesses no special rights and/or privileges with respect to other Airshifters.

Fulfillment of Volunteer Requirements:

The Programming Committee may set forth a volunteer hour requirement in the form of X hours per month of suspension. Volunteer work is conducted under the direction of the Programming Committee. Suspended Airshifters are responsible for maintaining accounts of their own volunteer hours.