

MISCONDUCT AND GRIEVANCE POLICIES

Objectives

To provide a clear process for managing conflict, grievances and inappropriate behaviour by members or committees of Friendly Street Poets.

To apply principles of fairness, transparency and natural justice to the management of alleged misconduct and or grievances.

Policy Statements

As a volunteer-run association Friendly Street Poets understands that conflict can be harmful to individuals and the membership.

The organisation is committed to providing a fair and transparent process by which conflict or misconduct can be handled.

The organisation expects that members will conduct themselves in good faith at all times with respect for diversity and reasonable tolerance.

The membership subcommittee is empowered by the constitution and the management committee to investigate and resolve conflict, allegations of misconduct or grievances in relation to Friendly Street Poet's activities.

Processes

Grievances

Where a decision is made by a committee or a designated volunteer of Friendly Street Poets which causes concern for another member the following will occur:

- The person who is concerned will attempt to resolve the matter directly with the decision maker(s).
- If the matter remains unresolved it can be referred to the membership subcommittee chairperson as a formal grievance.
- The referral must be in writing.
- The membership subcommittee will consider the issues, speak with the parties involved and recommend a resolution.

Allegations of Misconduct

Where a member is alleged to have breached the code of conduct the behaviours of concern may be referred in writing to the membership subcommittee.

The membership subcommittee will:

Consider the referral and if it considers the allegation to be of concern investigate further.

Through investigation if there is reasonable evidence that the allegations are substantiated the membership subcommittee will meet with the offending member and determine a resolution which may include expulsion.

In relation to the potential expulsion of a member the membership subcommittee will apply the processes as outlined in the constitution.

Refusal to Investigate

Grievances or allegations referred to the subcommittee are in the subcommittee's view likely to be vexatious or frivolous the subcommittee has the right to dismiss the referral without further investigation.

Outcomes

Where the membership subcommittee has investigated and determined a resolution to a grievance or an allegation of misconduct it will inform all interested parties of its determination in writing.