

Live FM Harassment & Bullying Policy

Live FM maintains and observes high standards of behaviour and character amongst its staff. As a charitable organisation founded on Christian principles, Live FM holds its personnel to high standards of character and behaviour, in adherence with Christian beliefs and practice within a Biblical framework.

Live FM desires to create a safe and healthy working environment for all its staff and maintains a Code of Conduct that they are expected to adhere to. As a critical part of this code of conduct, Live FM holds the position that harassment of one individual or group by another individual or group is unacceptable – whether this is on the basis of gender, race or any other cause.

Harassment of any description – whether physical or psychological bullying, sexual harassment or other harassment forms – that is brought to the attention of staff will be addressed immediately by the appropriate leader in accordance with the Live FM Code of Conduct and Behavioural Management Process. Disciplinary action may be taken depending on the severity of the harassment, up to and including immediate exclusion from involvement with Live FM.

Should any member of Live FM Staff experience or witness harassment, they are encouraged to initiate the Live FM Behavioural Management Process at the appropriate level.

Furthermore, as an organisational stance, Live FM is working against violence in all forms worldwide, especially domestic violence. Live FM does not tolerate violence towards its staff, target communities or other stakeholders.

i. Protection against Sexual Exploitation and Abuse

Live FM runs programs that focus on meeting health needs of people experiencing necessitous circumstances, particularly women and children. Live FM acknowledges that operating among such populations can present opportunities in which vulnerable members of the population can be exploited or abused.

Live FM has zero-tolerance for instances of sexual exploitation and abuse. Any member of Live FM staff, Live FM representative, or member of a partner organisation operating with Live FM found to be engaging in sexually exploitative or abusive activity will be subject to appropriate disciplinary action by the relevant authorities, up to and including immediate exclusion from involvement with Live FM and reports being filed with appropriate law enforcement organisations, in accordance with the Live FM Code of Conduct and Behavioural Management Process.

Should any member of Live FM Staff experience, witness or strongly suspect harassment, they are to inform an appropriate member of Live FM leadership, who will take appropriate action in accordance with this policy and the Live FM Code of Conduct and Behavioural Management Process.