

## Zero Tolerance for Harassment

The Community Radio Fund of Canada (CRFC) is witnessing many changes in the community and campus radio sector. New opportunities which it has capitalized on , include the renewal of the Local Journalism Initiative (LJI) and the continued work on *Bill C-18* (Online News Media Collective). This incredible work would not be possible without the devotion of member associations, their representatives, and our staff.

In order for the CRFC to continue to be well positioned to answer the needs of the sector we represent, it is imperative that we maintain a workplace culture that fosters respect, dignity, and fairness for all. All unacceptable behaviour, including but not limited to harassment, discrimination, intimidation, or any other form of misconduct are not tolerated.

At the CRFC, we are committed to providing a healthy work environment that is free from prejudice, psychological or sexual harassment, as well as any form of violence or abuse of power.

We thank our staff, associations, volunteers and all those who work tirelessly to make the community radio sector answer the needs of Canadians all across the country.

The Board of directors of the CRFC