

KPFZ Policy on Programmer Respect and Decorum

Date: September 27, 2018

To: All KPFZ Programmers

From: KPFZ Board of Directors

This is a clarification of longstanding KPFZ policy. **Failure to abide by this policy may lead to immediate cancellation of your show.**

1. **No negative comments on the air about other KPFZ programs, programmers or Board members.** Criticisms should be addressed to the General Manager, Program Committee or Board of Directors or off-air privately to the person involved.
2. **No disparaging or negative on-air comments about Board decisions, staff, volunteers, personnel matters, or station policies.** Concerns should be addressed to the General Manager or Board of Directors. Airing our "dirty laundry" publicly is bad radio and hurts our image in the community.
3. **No "hate radio," name-calling or personal attacks on private individuals and public officials, especially local public officials .** We must avoid defamation lawsuits. You are free to criticize private citizens and public officials and their opinions, actions and positions, but do it without name-calling and personal attacks. For instance, you can call a statement "inaccurate," or "false," or "untrue," and explain why, without attacking the person as a "disgusting liar." **We are particularly concerned about personal attacks on local public officials,** since we have to maintain a working relationship with them, and they are often our on-air guests, especially during emergency broadcasting. Maintaining civility on the air reflects well on programmers and KPFZ.
4. **No personal attacks, slurs or intolerance directed toward racial groups, religions, nationalities, ethnicities or sexual orientations, and no on-air misogyny or misandry.** In other words, no "hate speech." Remember that our mission is to provide a voice for freedom of expression **and diversity** in our community. It all comes down to **respect**.
5. **No "Payola" or "Plugola."** Station policy prohibits the on-air promotion of goods or services in which a person with program responsibility has a financial or other interest. This includes promotion for a person you are employed by or have a close personal relationship with. Community radio is not there for you to push your own products or business interests, or those of your family, friends, associates, partners, etc.
6. **No "obscene" language, "profanity" or "indecent" programming.** If not sure about a specific word, don't use it. Shit, piss, fuck and tits are among the words that should never be used on-air. There are several others. Admonish and hang up on callers using profanity, and warn them if they call again to carefully watch their language.