



Cairns FM 89.1

Cairns Community Broadcasters Inc.
Association Incorporation Reg. No 479
ABN 14 668 332 735

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our ref: HJ 002

25th January, 2010

WITHOUT PREJUDICE

PRIVATE & CONFIDENTIAL

Helen Jarroe
XXXX
QLD 4879

CAIRNS COMMUNITY BROADCASTERS INC - TERMINATION OF YOUR MEMBERSHIP

Dear Helen,

In reference to our letter, hj 001, dated November 19, 2009, and in regards to the complaint made against you as highlighted in our letter of November 19, 2009, you were afforded the opportunity to provide your verbal comments in relation to the allegations either by yourself or with the assistance of a representative if required at a special Management Committee meeting to be held on December 3, 2009.

You failed to attend the meeting on December 3, 2009 to provide your verbal comments in relation to the allegation as highlighted in our letter dated November 19, 2009.

The Rules of Cairns Community Broadcasters Inc., relevantly provide in Clause 8 (3) that if a member *“conducts themselves in a manner considered to be injurious or prejudicial to the character or interests of the Association, the Management Committee shall consider whether their membership shall be terminated”*.

We also bring your attention to the rules under our Code of Practice (Policies and Procedures), APPENDIX 3 – Rights and Responsibilities of Volunteers, the following extracts also apply:

You have the responsibility to:

- *Not to bring into disrepute the operations, management, staff or other volunteers of CCBI*
- *Contribute to the achievement of a safe, tolerant and equitable working environment by avoiding, and assisting in preventing, behaviour which is discriminatory.*

The rights and responsibilities of CCBI towards volunteers. CCBI has the right to:

- *Suspend or dismiss you in accordance with station policies and procedures due to contravention of station rules.*

At a Management Committee meeting held on January 13, 2010, the Management Committee addressed your membership once again. Having considered all aspects of the allegation made against you the Committee unanimously voted to terminate your membership, which took effect from 13 January, 2010.

The termination of your membership has also been entered into the register.

Yours faithfully,

Our mission is to broadcast a wide range of radio programs, that encourages cultural life in Cairns, through the participation and support of our diverse and multicultural community.

Rodney J. Coutts
President
Cairns Community Broadcasters Inc.