

The ANU Observer **Grievances Policy**

1. Introduction

This policy contains details of the nature of editorial and conduct disputes, and the procedures for management of such disputes by the Arbitration Panel of the Observer. This policy is created subject to the Observer Constitution, and anything in this policy inconsistent with the Constitution is null to the extent of that inconsistency.

3. Editorial Disputes

3.1. Cause

- 3.2. The editorial integrity of any article may be disputed by any person on the following grounds:
- Biased reporting
 - Wilful factual inaccuracy
 - Misrepresentation of sources
 - Causing undue harm to individuals or groups mentioned
 - Discriminatory conduct
 - Revealing anonymous sources or printing off-record comments
 - Any other conduct not in line with these policies or the Press Council Guidelines.

4. Conduct Disputes

Any individual may raise a grievance over the conduct of any Officer of Observer for:

- Discrimination
- Intimidation or harassment
- Disruption or distraction in the context of an event or meeting
- Insulting, threatening, or otherwise damaging the well-being of an individual in the course of their work as an Officer
- The offering or accepting of bribes
- Any other behaviour prohibited by the Observer constitution or policies, or not in the spirit of Observer and of basic decency.

5. Process

- 5.1. Disputes raised to any Member or to the Arbitration Panel by any means of written communication must be considered a formal dispute.
- 5.2. Disputes must be communicated as soon as practicable to all members of the Arbitration Panel.
- 5.3. The Arbitration Panel must conduct an investigation and determine whether the dispute is valid
- 5.4. In the conduct of their investigation, the Arbitration Panel should:
 - Consider information provided by the dispute
 - Communicate with all involved parties, e.g. the Reporter, Editor, subjects of the published work, the individual or individuals making the dispute, in order to determine the accuracy of the dispute.
- 5.5. The findings must be communicated to the individual disputing the article.
- 5.6. The findings may be made public at the discretion of the Arbitration Panel.

6. Outcomes

- 6.1. If the Arbitration Panel finds the dispute to be a valid and reasonable critique, for any of the reasons described in these policies they may order any or all of the following outcomes:
 - Alteration of the published work(s) in question
 - Retraction of the published work(s) in question
 - Termination of the position of an Officer.
 - Restrictions of rights or abilities of the Officer within Observer