

## Being an EBU Committee Member

October 2022

### The Code

1. Respect all other Committee Members, do not criticise them personally.
2. Once a decision of a Committee has been taken, do not criticise or question that decision in public - if you have a problem with a decision of your own Committee or another Committee, address that concern firstly to its Chair, and then if appropriate to the Chair or Vice-Chair of the EBU Board, or if the issue is with the Board itself, to the EBU Honorary Counsel
3. Respect the work of the meeting
4. Show all relevant information to the subject under discussion. It undermines discussion to wait until a subject is exhausted and concluded and then introduce previously withheld information.
5. Respect the confidentiality of Committee meetings and papers. There is a thin line between soliciting information for a committee and exposing the workings of a committee. In an isolated incident an accidentally indiscreet comment would be unlikely to draw censure, especially if self-reported. Repetition, however, would.
6. Do not pre-empt or comment on the working of your own Committee or another Committee on social media, and abide by the EBU's social media policy more generally.

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It will normally be possible to deal with transgressions of this policy informally. However in the event of repeated minor transgressions, or a major transgression, then because of the application of the Code to all Committees taken as a whole, and the consequent danger of conflict of interest, the following disciplinary process will apply. If a serious complaint is made against a Committee Member, it should be addressed to the Chair of the EBU (or if conflicted the Vice Chair or another appropriate Board Member or Honorary Counsel). If that person cannot resolve the matter to all parties' satisfaction, then they must refer it to the Prosecution Panel, who will follow the procedures laid down in the by-laws with regard to process, hearings and appeals.

It is worth noting that there is no intention to restrict genuine debate. If a Shareholder who is also a member of a Committee stands up at an AGM and questions the actions of or disagrees with the Board, he will be acting as a Shareholder qua Shareholder, and it will be adjudged fair comment unless it transgresses those bounds of behaviour acceptable in a Shareholders Meeting. If, however (as happened just before the Tournament Committee folded) a Shareholder/member of a Committee stands up and denounces the actions of his Committee because, in a minority of one, he disagreed with them, this would almost certainly lead to a complaint to the Chairman of the relevant committee or, if it was them who so conducted themselves, the Chairman of the Board.

It is worth mentioning the unusual two-tier relationship with EBED. In one respect, EBED is an associated body, in another, a customer of the EBU. Public criticism of EBED by members of the Board or Committees is not encouraged. It can easily undermine the relationship. Legitimate concerns should be raised at appropriate meetings, and frank and open discussions can take place then. To vent upon such matters in open meetings or in public is liable to be disruptive and could well be irredeemable. For the purposes of this code, Point 2 (above) applies to EBED.