



PROSPERITY BROADCASTING

100 W Central TX Expressway 301A
EXTRACO Bank Bldg.
Harker Heights, TX 76548
(254) 213-8176
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KRGN FM Guest Code of Conduct Agreement

Revised January 2025

KRGN is a volunteer-operated community station under non-profit license awarded by the Federal Communications Commission (FCC) and according to our bylaws and regulations, established and set out in the KRGN FM Training Manual and on the KRGN FM Website. These bylaws may be amended by the Board of Directors and its members. By signing this form, you agree to the station’s regulations and protocols and indemnify the station against problems arising from your noncompliance with those regulations.

Section One-Expectations:

- 1.1. I have confessed the Lord Jesus Christ as my personal Savior and have chosen to live and make disciples to the glory of His name and **or I respect the principles of Christianity as well as respect what those said principles represent to those who follow the faith.**
- 1.2. I agree that I will remain in good standing with KRGN 98.5 FM and pay the necessary agreed upon fee(s) for the time-line and/or package of advertising/promoting selected.
- 1.3. I understand that fees paid for services are non-refundable.
- 1.4. I agree that the content of my broadcast(s) will not discriminate against any person on the basis of race, color, religion, gender, sex, veteran status, disability, political affiliation, sexual orientation, creed, or national origin.
- 1.5. I understand that I am not allowed to bring any food or beverages into the studio space. Water is permissible when in a leak-proof container and kept off the equipment table and out of the utility closet in the studio.
- 1.6. I understand that I am expected to arrive at least 15 minutes before the start of the show that I will be broadcasting on.
- 1.7. I agree to be responsible for all costs-including, but not limited to-fines, penalties, legal fees, and/or court costs arising from my acts or omissions in violation of the rules and regulations referenced above.

Date and Initial for agreement to Section One: Expectations

Date

Initial

Section Two: Harassment Policy

Policy on Sexual and Other Unlawful Harassment

2.1. I understand KRGN FM is founded on the belief that all members of the community are worthy of respect and consideration and, as such, our bylaws forbid discrimination based on race, color, religion, gender, sex, veteran status, disability, political affiliation, creed, or national origin. KRGN’s administrative policies clearly state that the station does not tolerate disrespect of members of our community, for which a grievance procedure is outlined in our regulations to address transgressions of this fundamental policy.

2.2 I understand that, specific among transgressions are, Sexual Harassment and Harassment in general are illegal under the laws of the State of Texas, KRGN FM will work diligently to eliminate any such behavior in our work environment.

2.2a Definition of Harassment: I understand that harassment is to include unreasonable conduct or behavior that is personally offensive or threatening, impairs morale, or interferes with the work effectiveness of our employees, contract workers, and volunteers. KRGN prohibits harassment for any discriminatory reason, as expressed in the bylaws, as well as any harassment conforming to but not limited to the following categories:

Verbal: sexual innuendos, racial or sexual epithets, derogatory slurs, off-color jokes, propositions, threats, or suggestive or insulting sounds.

Visual/Non-Verbal: Derogatory posters, cartoons, or drawings; suggestive objects or pictures, graphic commentaries, leering or obscene gestures.

This policy also applies to all media sources, outlets, and equipment, as well as to any personal media devices, literature, or other visual/audio productions or items that individuals bring into KRGN FM.

2.2b. Harassment Policy Violations: I understand that an employee, contract worker, or volunteer who has been found to have violated this policy or otherwise acted inappropriately will be subject to disciplinary action, up to and including discontinuance of membership privileges, employment, volunteer opportunities and access to our facilities. Appropriately applicable consequences will follow the grievance procedure of KRGN FM.

2.3. I agree to be wholly truthful, forthcoming, and cooperative in connection with any grievance, complaint, investigation, or report.

2.4 I agree to consult with the GM SM, or Board Members of KRGN FM in the event that I witness any misconduct or harassment.

Date and Initial for agreement to Section Two: Harassment Policy

Date

Initial

Section Three: Show Category

3.1 I understand that while participating on the agreed upon radio show that I will prepare content in strict accordance with the current edition of the Holy Bible. Sexist language is prohibited, including gender pronouns.

3.2 I agree that I will not verbalize any content that will bring disgrace upon KRGN FM.

3.3 I understand that the mission of KRGN is a ministry that promotes unity and not dissension or discord.

3.4 I understand that KRGN FM Board of Directors holds rights to all issues of the on-air Broadcasting & Electronic Media. The KRGN FM Board of Directors must grant permission for the on-air broadcasting of any of the content of the broadcast. The address is: KRGN FM, Program Director, one hundred West Central Texas Expressway STE 301A, Harker Heights, TX 76548.

Date and Initial for agreement to Section Three: Show Category

Date

Initial

This is the full agreement between me, _____, and KRGN FM. I acknowledge that I have read and understand my expectations detailed within the entirety of this Code of Conduct.