

Editorial Charter for RadioZamaneh.com

This charter aims to ensure the independence of the journalistic content on the site(s) and regulates the position of all parties involved in operating the journalistic website(s), without prejudice to the provisions of the law. Existing editorial charters or agreements, insofar as they pertain to an electronic platform, are subordinate to the content of this editorial charter.

1. Definitions

This charter governs the relationship between the parties fulfilling the following functions, which may also be combined. Amendments are only possible with the agreement of all parties.

a) Supervisory Board: In this case, consisting of the board, which determines the overall direction and vision of the Foundation, approves multi-year and annual plans, budgets, and annual reports, and appoints or dismisses the Executive Director, financial management, and Editor-in-Chief.

b) Management: Ensures the commercial conditions and facilities enabling the editorial team to fulfil its journalistic task optimally, in this case, consisting of the Executive Director.

c) Editorial Leadership: Responsible for the journalistic content, safeguarding editorial independence, in this case consisting of the Editor-in-Chief and his/her deputies (as specified in article 4.1).

d) Editorial Team (Board): Producers of journalistic content.

- If there is no Editor-in-Chief, then when this charter refers to "Editor-in-Chief," it means the editorial team.
- If there is no editorial board and thus no editorial meeting, then when this charter refers to "the editorial board," it means the editorial team.

2. The Site(s)

2.1

Under the concept of the site in this charter, any platform for electronic information exchange, such as a website or websites, a database connected to a public network, email products, newsletters, and other digital expressions.

2.2

The purpose of the site, and any related sites, is in accordance with the objectives of the Radio Zamaneh Foundation as laid out in the Foundation's statutes.

2.3

The identity is the set of substantive characteristics of the site, taking into account the exploitation model.

2.4

The site concept consists of:

2.4.1

The name and its appearance, including title and logo.

2.4.2

The editorial formula, including site layout, navigation, whether or not to use animation, Flash usage, etc., journalistic content, including journalistic services, "powered-by" modules desired by the editorial team, games, etc.

2.4.3

The operating model, encompassing the entirety of marketing plans and methods (including non-journalistic services) to sustain the site without compromising its identity and editorial formula.

2.5

The editorial formula, and any modifications thereof, shall be determined by the Editor-in-Chief and management, with the approval of the editorial board. Title and logo, as well as any changes therein, shall be determined by the Editor-in-Chief and management, with the approval of the editorial board.

2.6

The objectives of the site, and any modifications thereto, can only be adjusted through an amendment to the statutes of the Foundation.

2.7

The operating model, and any modifications thereof, shall be determined by the management, following consultation with the editorial team.

2.8

If individuals other than editorial members participate in the entire design and decision-making process, from concept to implementation of daily operations (including final stages for design, for example), proportional editorial representation is included in the various groups involved in different phases. This representation holds the same authority and votes as representations of non-editorial members of the groups.

3. Editorial Team

3.1

The editorial team consists of one or more (investigative) journalists, reporters, editors, infographic designers, and social media editors.

3.2

The editorial team is responsible for all journalistic productions and services, even if provided by third parties, including (retro) moderation of forums, non-commercial scripts, opinion polls, infographics, info animations, sound, images, and non-commercial references.

3.3

The editorial team carries out its tasks within the editorial formula, without external or internal influence.

3.4

The editorial team adheres to journalistic principles of editorial independence, reliability, and expertise in reporting, analysis, and opinion.

3.5

If the editorial team consists of more than 10 employees, an editorial board may be established. See further Article 9.

3.6

The editorial team may set quality requirements for suppliers of editorial components.

4. Editor-in-Chief

4.1

After consulting with management, the Editor-in-Chief may appoint one or more deputy editors to whom, after consultation with the editorial board, he can delegate some of his tasks.

4.2

The Editor-in-Chief may divide the editorial team into departments and appoint chiefs and deputies for them, after consulting with members of the respective department. The editorial board is informed and heard during the consultation.

4.3

The Editor-in-Chief consults with the editorial board on the editorial budget before discussing it with management. The budget is annually determined by management after careful consultation with the Editor-in-Chief. After consulting with management and the editorial board, the Editor-in-Chief determines the distribution of the editorial budget. Management will inform the Editor-in-Chief quarterly about the ratio of budgeted to actual costs and request adjustments if there are compelling reasons.

4.4

For websites that publicly associate with Radio Zamaneh but, for compelling reasons, maintain an independent position within the editorial policy (such as Daadkhast.org at present), the Editor-in-Chief delegates the daily management of the content of that platform to a designated editor. Management and the Editor-in-Chief will engage in discussions regarding the appointment and dismissal of that editor. However, the Editor-in-Chief will refrain from daily management of the platform's (editorial) team.

5. Management

5.1

The supervisory board can appoint and dismiss an Editor-in-Chief. It is excluded that this is part of a/the management regulation. The appointment or dismissal cannot be delegated to the Executive Director. Before appointing or dismissing an Editor-in-Chief, the management seeks advice from the editorial team (board), which has the right to make recommendations, and the Executive Director.

5.2

The management never decides (beyond what has already been mentioned elsewhere) without consulting the Editor-in-Chief on matters of which the management knows or can suspect that its decisions may directly or indirectly influence the editorial policy, such as:

5.2.1

which types/categories of advertisements are placed or rejected;

5.2.2

the maximum size of the site, the ratio between editorial and commercial space, and the distribution of both within the pages.

5.2.3

Long-term advertising campaigns, new native advertising partnerships, or new economic activities;

5.2.4

Purchase or sale of non-editorial content to or from third parties;

5.2.5

Determining the number of editorial staff members.

5.3

The management involves the Editor-in-Chief from the outset in plans for mergers, sales, dissolution, initiation, or modification of collaborations, and in plans for reorganizations affecting the tasks and functions of the editorial team. The management then informs the editorial board. The editorial board may seek the assistance of an independently invited expert, in accordance with the management, who receives confidential information necessary to form an opinion.

5.4

After the dissolution of the foundation's activities, the management has an obligation to make efforts to find equivalent replacement work for editorial members.

5.5

The management appoints editorial members after nomination by and in consultation with the Editor-in-Chief. Dismissal by the management can only occur in consultation with the Editor-in-Chief.

5.6

The management regularly, if necessary confidentially, provides the Editor-in-Chief with information and documents relevant to the operating results and the performance of the Editor-in-Chief's duties. The Editor-in-Chief may be assisted by a member of the editorial board in discussions with the management.

5.7

After consultation with the Editor-in-Chief and the editorial board, the management determines the main lines of editorial personnel policy and implements them.

6. Advertisements

Commercial messages are clearly identified as such. They deviate in layout and typography from the style of the site.

7. Technology

7.1

Technical departments provide only support services and play only an advisory role in determining or changing the site concept, except in cases where digital security, GDPR, and/or WCAG guidelines provide compelling reasons, in which case the management, Editor-in-Chief, and technical staff will consult. In case of persistent disagreement, the board (and not its representation) has a decisive vote.

7.2

If non-editorial departments are represented in a working group entering into a selection process for a content management system or other production tools, proportional editorial representation is included in the group. This representation has the same powers as the other members of the working group.

7.3

The editorial team must be able to receive all sources on the internet (including email and newsgroups) unmonitored if there is a need, possibly partially on equipment connected to the internet outside the company network.

8. End User

To ensure the integrity of the editorial team and the trust relationship with the visitor, reader, subscriber, or end user of the platform, hereinafter referred to as the 'end user', the editorial team/publisher approaches the end user with as much openness as possible. To strengthen these goals, the editorial team provides all relevant information required for open communication. This includes at least the following components:

8.1

The editorial team/publisher clearly states the purpose of the platform.

8.2

The editorial team/publisher publishes a colophon containing all relevant information, including the name of the publisher, the name of the Editor-in-Chief and/or editorial members, contact details of both publisher and editorial team, phone numbers, email addresses, URLs, etc.

8.3

The editorial team/publisher provides a reference to a relevant Whois server (for a .nl domain, for example, to the Foundation for Internet Domain Registration in the Netherlands) and a reference to the Chamber of Commerce register (if applicable), so that the end user can check who owns or operates the platform.

8.4

The editorial team/publisher informs the end user about its policy regarding the collection of personal information and the behaviour of the end user within the platform, hereinafter referred to as 'data mining'. If this policy deviates, the end user is always warned in advance. Furthermore, the end user must be provided with an opt-out option to retract already collected data.

8.5

The editorial team/publisher informs the end user about its policy regarding the exploitation of information or selling information to third parties obtained through data mining. If this policy deviates, the end user is always warned in advance.

8.6

The editorial team/publisher informs the end user about its policy regarding privacy protection.

8.7

The editorial team/publisher ensures that the end user can consult the editorial statute within its own platform.

9. Editorial Board/General Assembly

9.1

The editorial board consists of a minimum of 3 (always an odd number) members chosen from the regular editorial staff, excluding members of the editorial leadership. The members select a chairman and a secretary from among themselves, with the secretary also serving as vice-chairman.

9.2

The members may hold meetings without the Editor-in-Chief.

9.3

The Editor-in-Chief attends all other meetings of the editorial board. However, the Editor-in-Chief does not have voting rights.

9.4

The editorial board meets at least four times a year. The chairman convenes the board for any interim meetings at the request of the Editor-in-Chief, on his own initiative, or at the request of one or more board members. The meetings of the editorial board are open to regular editorial staff members. Any board member can submit agenda items for the meeting. If compelling reasons prevent a public discussion of an agenda item, the Editor-in-Chief and the editorial board may, by mutual agreement, address this agenda item in a closed session. The secretary of the editorial board publishes a report on the public meeting. Members of the editorial board are obligated to confidentiality regarding all matters for which confidentiality has been agreed upon in advance with the Editor-in-Chief. The agenda for the editorial board meeting is public. If items of a confidential nature are discussed, they will be provided to the board members, including explanations, as a confidential attachment to the agenda.

9.5

The term of office, grounds for dismissal, and working procedures of the board are determined by regulations established by the General Assembly. The regulations can be amended by a majority vote of the General Assembly.

9.6

The editorial board discusses:

- a) journalistic approach within the framework of editorial principles and the resulting principles of editorial policy;
- b) composition, content, and presentation of the site;
- c) other matters concerning the tasks and functions of the editorial team.

9.7

Approval of the editorial board is required for:

9.7.1

Modification of objectives (2.2).

9.7.2

Modification of the site concept (2.4);

9.7.3

Modification of title or logo (2.5);

9.7.4

Acquisition and/or modification of content management systems (7.2).

9.8

If a member of the editorial staff has such serious conscientious objections to an assignment given to him that he cannot accept the decision of the Editor-in-Chief, he can appeal to the editorial board for a ruling. The editorial board makes a decision as soon as possible, but no later than 48 hours after hearing the parties involved.

9.9

If the management and the editorial board do not reach agreement on issues that require consultation with the editorial board before making a decision, the editorial board provides a written, reasoned advice.

9.10

The editorial team selects a chairman and a secretary from its midst for the General Assembly for a term of one calendar year. These positions are incompatible with membership in the editorial board. For a valid decision by a General Assembly, the presence of at least half plus one of the number of editorial staff members is required. If this quorum is not reached, the editorial board can make a valid decision on the agenda items on behalf of the General Assembly, considering the members present at the meeting.

9.11

At least twice a year, the General Assembly convenes to allow the editorial board to account for its policies. An interim General Assembly is held at the request of the Editor-in-Chief, the majority of editorial board members, or upon written request from at least 5 editorial staff members.

9.12

The General Assembly is consulted by the editorial board on the appointment and dismissal of an Editor-in-Chief, changes in editorial policy, changes in the character or appearance of

the site; collaborations that are important for the tasks and functions of the editorial team, and changes to this statute.

10. Miscellaneous

10.1

Disputes over the implementation of this statute between the editorial team (board), Editor-in-Chief, and/or the Executive Director are submitted to the supervisory board. Disputes over the implementation of this statute that also concern the board are submitted to the president of the Amsterdam court.

10.2

This statute comes into effect on January 17, 2024.

10.3

New editorial members and regular contributors receive a copy of this statute upon acceptance of their contract.

10.4

Members of the editorial team and regular contributors are notified of changes to this statute within 48 hours.