

October 18, 2017

Re: Second response to your 9/25 decision banning me from the station

Dear BBFI Board members,

First, I must apologize for the tenor of my last email to you dated September 27, 2017, it was less than respectful. I find it very difficult to respect a group of people, such as you the board, when you demonstrate no respect for me. Firing someone for no valid reason while using politically correct language does not diminish the disrespectfulness of your actions.

More so, you show no respect for Jorge Alfaro, who has been VERY generous to KBBF with both his time and his money. Worse yet, you show no respect for the other volunteers, beating them over the head with policies that don't exist. Even worse, you show no respect for your own KBBF station policies, pretending they don't even exist. You show no respect for the BBFI By-laws, also pretending they don't exist.

If respect is so important ~~to you~~, then I recommend you start with your own behaviors first.

Admittedly, I sent my last out before my usual vetting process of reading and rereading and you received it while I was still upset and less centered, and my draft was still raw and early. My words were harsh and could have been said more respectfully. Caroline's letter that day was a good example of a polite notice (in words, but not in meaning).

I am widely known in the community to be a gentleman of social manners, courtesy, and thoughtfulness who is respectful and receptive to everyone around. I have not lived up to this standard as I would normally like with you since August 14th when you started with your attacks on me.

There is another side of me in which I am a scrapper, I do not take getting attacked, sitting down. When someone hits me, I hit them back twice as hard. Not a typical response from such an outspoken liberal, and so it surprises some people. I wrestle with these two opposing characteristics, and try to find the balance. Sometimes I am less successful at this than at other times.

I am as much an empath as I am passionate. I have had a long history and love for KBBF, and I fight back in the same way as if someone were to attack or assault my wife, my first reaction is to neutralize them, then ask questions later. This is the reaction you have been seeing.

It makes for a reminder to me that I have to do a better job, and wait until I re-find my center before sending out an official response. So again, my apologies.

I would like to point again that this reaction came AFTER your attacks on me. Review the facts if you need to.

I would also like to point out that I am not the ONLY one who has stepped over the line. EVERYONE has stepped over the line, and there is plenty of blame to go around. Alicia Sanchez and Edgar were making premature and unsupported accusations. The staff and the

unofficial station manager (again, Alicia S.) have been clobbering programmers with policies that don't exist and making over-reactive and substantial decisions without good cause and failing to follow the station policies. Both staff and the Board failed to provide a copy of the Volunteer Manual at a volunteer's request. Worse yet, to the one who is getting chastised for supposedly violating said policy. Both a staff member and a Board member witnessed and encouraging another volunteer to abuse another volunteer. In follow up, they refused to properly handle it and write incident report, presumably to avoid admissions of guilt. The Board erred in supporting these aberrant behaviors and decisions, and then violated the rights of several volunteers as provided and outlined in the Appeals process of the Volunteer Manual. No one is innocent here!

The things that happened between August 14 and 17 are not a coincidence, Alan, or anyone. I was getting attacked from all sides and felt pushed into a corner and I came out swinging. If I didn't feel I was in that circumstance I would have reacted differently, and more with my typically courteous and gentlemanly demeanor.

In just one week I got an unsubstantiated accusation from the Board, a show I was recently a guest on gets suspended even though that last show received accolades from many people including three Board members, I got accused of bringing on Evelina to a show that is not even my show, I got accused by Alicia S. as the Board President of 'hijacking' this show while the host himself, Jorge, is clearly telling everyone that he asked and wanted me to join his show, I later get accused of the same 'hijacking' by other volunteers, I got more unsupported accusations in an out of control and crazy letter from a staff member, a huge over-reaction to a simple question of wondering why he was not responding back to me; I got refused a copy of the Volunteer Manual and other related policies, I got physically assaulted in the process (though Alan Bloom can't admit it); I got additionally insulted by a staff member and a Board member by doing nothing about it, the staff and Board president refused to respond to my appeals (and still to this day) to their accusations and decisions, I got fired without cause four hours later, then got re-fired that evening by the Board without cause, and as if that wasn't enough, I get asked to stay away from the station. This is the official response of ~~an incompetent~~ ^{the} board to my simply asking for their help.

This adds up to be a pretty bad week. Have you ever witnessed such a focused attack on any one person in your life? I haven't (except here before at KBBF).... this is completely and totally over the top!

Worse yet, this is all to a volunteer, i.e., someone who receives no real compensation. What kind of a thank you in gratitude to someone's long and productive service is this? More so, where is the respect? Actions speak louder than words.

My responses have been in REACTION TO all of this. I think it is safe to say that anybody would be upset by all disrespect and would probably not react in a very nice way, either.

If you want to receive ^{this} respect from the volunteers, then learn how to demonstrate and model it first!

André Marc Andrus
recent Program Advisor
veteran KBBF volunteer of 41 years