

# WP&CS of Australia Inc.

## GENERAL CODE OF CONDUCT

All members and non members must meet the following requirements in regard to their conduct and behaviour during shows and activities conducted by the Welsh Pony & Cob Society of Australia Inc., at other shows and activities where they attend and participate as members of the Welsh Pony & Cob Society of Australia Inc and within any role held within the Society.

- Respect the rights, dignity and worth of others.
- Be fair considerate and honest in all dealings with others.
- Be professional in and accept responsibility for your actions.
- Be aware of and maintain the rules and regulations of the Society and operate within those Rules. Preserve and protect the standing and reputation of the Society.
- Avoid any conduct using privileged information to gain a personal or commercial advantage.
- Never use your position or role for personal gain, to avoid your responsibility or to unjustly prevent an individual from exercising their rights.
- Be aware of your legal responsibility and the legal rights of others.
- Do not use your involvement with the Society to promote your own beliefs, behaviours and practices where these are inconsistent with those of the Society.
- Be a positive role model and demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age as your words and actions are examples.
- Ensure interaction with persons under the age of 18 years is appropriate and that unaccompanied and unobserved activities are avoided wherever practical.
- Refrain from any form of harassment or intimidation of others.
- Refrain from using any behaviour that may bring the Society into disrepute.
- Provide a safe environment for the conduct of the activity.
- Show concern and caution towards others who may be sick or injured.
- Abide by all Welsh Pony & Cob Society of Australia Inc. Codes of Conduct and Policies.
- At all times abide by the Codes of Practice for the Welfare of Horses and the Land Transport of Horses.
- Understand the repercussions if you breach the Code of Conduct

(Refer to Welsh Pony & Cob Society of Australia Incorporated Rules Discipline of a Member Rule)

## **Code of Conduct for Competitors and Exhibitors**

In addition to the Welsh Pony & Cob Society of Australia Inc. General Code of Conduct, the following requirements must be met by competitors and exhibitors during any show/activity held or sanctioned by the Society.

- Respect the rights, dignity and worth of fellow competitors, judges, stewards, officials, volunteers and spectators.
- Do not tolerate acts of aggression.
- Respect the talent, potential and development of fellow competitors.
- Conduct yourself in a professional manner relating to language, temper and punctuality, be courteous and kind and set a good example in dress and behaviour.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.

## **Bullying**

- The Welsh Pony & Cob Society of Australia Inc. wants members, organizers and officials to know that bullying is not acceptable at any Society event.
- The Welsh Pony & Cob Society of Australia Inc. recognises that bullying is unacceptable and has a clear policy in dealing with bullying under the Society's Incorporated Rules.
- Bullying is any inappropriate behaviour using force or power. Bullying undermines another person's self esteem and confidence.
- Reports of bullying will be handled promptly and confidentially.
- We need the knowledge & experience of our volunteers.
- We cannot afford to lose good people through bad behaviour.
- Every official, competitor and volunteer has the right to be treated with dignity and respect and the Society has the responsibility to ensure that this occurs at all shows/activities.
- The Committee of Management can only address an issue if the matter is reported.
- Any person who feels they have been intimidated should put it in writing to the Committee of Management
- In Criminal Law any threatening behaviour, intimidation, bullying is assault.