



Northern Victorian Showjumping Club Inc.

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Version: 1.1

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Introduction

1. Northern Victorian Equestrian Club (NVSJC) is guided by its values of teamwork, integrity, inclusion and excellence. These values are part of Equestrian Sport's DNA and form the sports culture.
2. NVSJC is committed to making Equestrian Sport a safe and fair place for all participants.
3. To this end, every participant in Equestrian Sport has a responsibility to be aware of the standards of behaviour that apply in the sport.
4. Participants in NVSJC activities are required to comply with this Code of Conduct (Code).
5. The NVSJC will refer to its constitution for dispute resolution and disciplinary action which sets out the process and parameters for how allegations of Prohibited Conduct are managed and resolved by the committee of management.
6. Conduct alleged to contravene this Code is dealt with under mechanisms set out in the constitution, where there is no clear pathway in the constitution the committee will develop a process that will apply to Prohibited Conduct contraventions.

Definitions

In this Policy the following words have the corresponding meaning:

- **Activity** means a sporting contest, match, competition, event, or activity (including training),
- **Participant** means a person who is registered, or entitled to participate, in an Activity.
- **Contractor** means any person or organisation engaged to provide services for or on behalf of NVSJC
- **Member** means a member of a NVSJC
- **Prohibited Conduct** means; (a) the conduct defined in this code and or (b) contraventions of the Equestrian Australia Code.
- **Volunteer** means any person engaged by NVSJC in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel.

Jurisdiction

1. This code applies to any and all NVSJC activities either physical or conducted by the committee of management, participants, members and contractors.



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Required Conduct

All Members, Committee Members, volunteers, contractors and users of NVSJC assets must:

- (a) comply with the Code of Conduct;
- (b) be ethical, considerate, fair and honest in dealings with other people and organisations;
- (c) act with integrity and objectivity;
- (d) avoid a perceived or real conflict of interest;
- (e) maintain appropriate behaviour;
- (f) accept and respect the authority of relevant organisations, for example, Equestrian Victoria and the Northern Victorian Showjumping Club Committee of Management.

Officials, Volunteers, Members and Committee Members will;

- (g) not use offensive language or engage in offensive behaviour towards anyone;
- (h) not show unnecessary dissension, displeasure or disapproval towards anyone;
- (i) treat Relevant Organisation representatives and other stakeholders with courtesy, respect, and dignity;
- (j) take reasonable care for the health and safety of themselves and of Relevant Organisation representatives;
- (k) not disclose private and confidential information obtained through Activities, whether the information is of a personal or organisational nature;
- (l) not engage in behaviour that:
 - (i) is drunk and disorderly;
 - (ii) is personal or domestic violence;
 - (iii) damages property;
 - (iv) unreasonably disrupts Relevant Organisation representatives from performing their duties or functions; or
 - (v) is unlawful or unsafe;
- (n) not behave in a manner that creates a public nuisance and/or disturbance in or around a venue at which an Activity is taking place;
- (o) comply with all reasonable directions of, and accept all decisions of, representatives of Relevant Organisations in the course of their duties or functions; and
- (p) not be in the possession of, or under the influence of, an illegal drug when in or around a venue at which an Activity is taking place.
- (q) Consider the method of communication undertaken and ensure it's appropriate.



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Contraventions of this Code

A Relevant Person commits a contravention of this Code if he or she:

(a) Contravenes a provision of this Code.

(b) Engages in any conduct in relation to an Activity that would impair public confidence in the safe and orderly conduct of the Activity.

(c) Engages in any conduct (including on social media) that: (i) brings NVSJC or its stakeholders into disrepute; or (ii) is or could be harmful to the interests of NVSJC.

(d) Makes improper use of information acquired by virtue

(iv) directly or indirectly gaining an advantage for themselves or for any other person, or to cause detriment to NVSJC.

Incident recording

Any outcomes and sanctions of contraventions to this code are to be recorded by the club Secretary and referred to as needed by the committee, when determining future contravention sanctions.