



## Working Equitation Lancefield Districts Inc (W.E.L.D.)

### CODE OF CONDUCT

This Code of Conduct sets the standards of behaviour expected of all members participating in Working Equitation Lancefield Districts (W.E.L.D.) Inc.

It is constructed to ensure that all members, volunteers and any person under the umbrella of W.E.L.D Inc. are aware of their obligations and responsibilities. As a participant involved with W.E.L.D you should read, agree & adhere to this Code of Conduct.

#### **I agree to:**

1. Behave in the spirit of good sportsmanship & horsemanship.
2. Adhere to W.E.L.D.'s and ANWEL's rules, policies and procedures, as amended from time to time.
3. Treat others fairly, knowing that W.E.L.D do not tolerate unlawful discrimination on any basis, including age, gender, marital status, national or ethnic origin, sexual orientation, mental or physical ability, political or religious beliefs, social background.
4. Create an environment in which members are safe from emotional, physical, verbal and sexual abuse.
5. Respect others' rights to privacy and the confidentiality of their personal information.
6. No publications on social media in our public or private groups, which involve any negative reflections, incidents or accidents at a W.E.L.D organised day or event.
7. Be a positive role model. Represent W.E.L.D in the community in a positive light.
8. Be frank and honest with coaches concerning your ability, illness or injury.
9. Be a supportive and active member on Club Days (*assisting with set-up, pack-up, obstacle practice day, bring a plate for lunch, and supporting fellow riders*)
10. W.E.L.D will not tolerate bullying behaviour or exclusions of members from any club event or activity.
11. W.E.L.D will not buy into any arguments, take sides or exclude any financial members.

*W.E.L.D. reserve the right to take action regarding any breach of this Code of Conduct. The first and immediate action is that you may be asked to leave the grounds immediately by an Executive Committee member then the guidelines stated in the W.E.L.D. Constitution will be followed.*

*Grievances or complaints MUST be placed in writing and forwarded to the committee for resolution. These issues will be resolved fairly and promptly through the established procedures in our Constitution. Including the Mediation procedures in Division 2 - Disciplinary action and Division 3- Grievances procedure.*

*NB: This Code of Conduct will be reviewed at the end of each financial year at the conclusion of the AGM or first meeting after.*

*Authored by and passed by: W.E.L.D committee 31<sup>st</sup> July 2021*

*Document current as of 31<sup>st</sup> July 2021*