

GERALDTON COMBINED EQUESTRIAN CLUB

GENERAL CODE OF CONDUCT

All Geraldton Combined Equestrian Club Inc (GCEC) Members, Officers, Officials, Coaches, Participants, Parents, Guardians and Spectators associated with GCEC are required to comply with this Code of Conduct and must meet the following requirements in regard to their conduct and behavior during any activity held or sanctioned by GCEC, whether in training, competing and /or in any role held within GCEC or any of its affiliates.

I agree to contribute positively to an environment where members and others can enjoy the sport without distress by:

- Behaving in a way that ensures the safety of myself, my horse, and others.
- Treating everyone, including other competitors, coaches, officials, and volunteers; with dignity, courtesy, and respect.
- Respecting the rights and worth of every person within our environment regardless of age, gender, ability, cultural background, religion, or sexuality.
- Being fair, considerate, and honest in all dealings with others, including avoiding any conduct using privileged information to gain a personal or commercial advantage.
- Refraining from making disparaging or untruthful remarks or any form of harassment, bullying, abuse, violence, intimidation, or vilification of others, including via the use of social media.
- Not consuming or being affected by alcohol or other substances such that it impairs my judgement or the safety of myself or others when attending and/or competing any GCEC event.
- Demonstrating a high degree of individual responsibility, especially when dealing with persons under the age of 18 years, by being a positive role model and conducting myself in a courteous manner in relation to sportsmanship, demeanour, language, temper and punctuality.
- Being aware of and maintaining an uncompromising adhesion to our affiliation with EWA, SHC and Royal Agricultural Society codes of conduct, standards, rules, regulations, and policies.
- Ensuring horses and competitors are fit and in good health prior to competing. Showing concern and caution towards horses or competitors who maybe sick or injured.
- Reporting any incidents or accidents as soon as possible so they can be entered into the "Incident Book", (held in the office).
- Ensuring that feedback or complaints are discussed with those directly affected or who can help resolve the issue. Vexatious complaints will not be tolerated.
- Being responsible for ensuring my supporters and spectators comply with this code; and
- Making a commitment to aid this club in the way of fundraising and voluntary service.

Please keep this signed Code of Conduct accessible for future reference as GCEC will treat breaches of this Code seriously and will address the behavior in line with circumstances of the individual case.

Process for Breaches of GCEC Codes/Consitution/By-Laws

Member breaches the Code of Conduct
Member breaches ByLaws/Consitution
Member acts detrimentally to the interests of the Association

Minor Breaches (must be received in writing)

Complaint to be received in writing
Designated Committee member communicates with member regarding the breach
Investigation/report back to Committee
Committee decides upon a sanction
(If a Committee member has a conflict of interest, they are removed from the process)

If, after the investigation the Committee determines that a breach has occurred;
1st occasion within 12 month period- Verbal warning issued-documented
2nd occasion within 12 month period- Written warning issued
3rd occasion within 12 month period- Escalation to Serious Breach category and sanctions

Serious Breaches (must be received in writing)

-Extreme breaches
-Repeated minor breaches

Complaint to be received in writing
Designated Committee member communicates with member
Investigation/reports back to Committee
(If a Committee member has a conflict of interest, they are removed from the process)

Committee investigates allegation
Decides upon date for Committee to decide upon an outcome
Member is informed in writing 14 days prior to Committee meeting that suspension hearing is to occur
Member given opportunity to present information/submission supporting them remaining as a member of the Association
Decision reached by Committee at the meeting
Member informed in writing within 7 days of the outcome