

CODE OF CONDUCT

This Code of Conduct establishes the standard of behaviour expected of all members of the Gawler & Barossa Jockey Club Incorporated (Club).

It applies to conduct on Club premises, at race meetings and events, during Club activities, at meetings, and in connection with the Club, including online and social media activity and public commentary.

The purpose of this Code is to ensure a safe, respectful and welcoming environment so that members, staff, Committee members, participants and the public can enjoy the Club and the Sport.

This Code must be read in conjunction with the Club's Constitution and other applicable Club policies, regulations and by-laws.

Members and Supporters

Club members and supporters have a right to expect an environment where Club staff, Committee members, participants and representatives treat each person with respect and appreciation. Members and supporters should be treated in a consistent, professional and courteous manner and be able to enjoy Club facilities, race meetings and events in a safe, welcoming and respectful environment. Members should also be able to raise views, feedback and concerns respectfully and have them considered through appropriate Club channels.

In return, Club members and supporters are expected to treat Club staff, Committee members, fellow members, participants and visitors with respect and courtesy. Members are expected to behave responsibly when attending the Club, race meetings, events and other Club activities, respect Club facilities and property, follow reasonable directions from Club staff and authorised representatives, and act in a manner that supports the reputation of the Club, the Sport and the broader racing community.

Principles

All members are expected to take responsibility for their behaviour and ensure it does not adversely impact others. Members should conduct themselves in a manner that supports the reputation of the Club and the Sport, contributes to the enjoyment of others, promotes the health, safety and wellbeing of those around them, and supports a safe, inclusive and respectful environment.

Standard of Conduct

Members are expected to behave respectfully and appropriately at all times, particularly when interacting with Club staff, Committee members, other members, participants and the public. Members must follow reasonable directions given by Club staff or authorised representatives, use Club facilities and membership privileges responsibly, and ensure their conduct does not adversely affect Club operations, safety or reputation.

Unacceptable Conduct

Bullying and Harassment

Bullying, harassment, verbal abuse, intimidation, threats or aggressive behaviour towards staff, Committee members, members, participants or other persons will not be tolerated. Members should not engage in conduct that belittles, humiliates, intimidates or undermines another person.

Discrimination and Offensive Behaviour

The Club does not tolerate sexist, racist, discriminatory or otherwise offensive remarks or actions, or behaviour that creates a hostile, unsafe or uncomfortable environment for others.

Public, Media and Social Media Conduct

Members are entitled to express their views and provide constructive feedback about the Club. However, public and social media commentary should be responsible and respectful. Members must not publish or share material or make public statements that are obscene, defamatory, threatening, harassing, discriminatory or disparaging, that target or undermine individuals associated with the Club, deliberately misrepresent Club operations or decisions, purport to speak on behalf of the Club without authorisation, or bring, or are likely to bring, the Club into disrepute or ridicule.

Conduct at Club Meetings

Members are encouraged to participate in Club meetings and express differing views and opinions. Members are expected to do so respectfully and allow others the opportunity to participate. Personal attacks, abuse, threats, intimidation or disruptive behaviour are not appropriate. Members are also expected to follow reasonable directions from the Chairperson in relation to the conduct of meetings. Disagreement with a decision of the Committee or other members does not justify inappropriate or abusive behaviour.

Alcohol-Related Behaviour

Members are expected to drink responsibly and behave appropriately when consuming alcohol at the Club or Club events. Arguments, disputes, aggressive or disruptive behaviour, or conduct while under the influence that impacts the safety, wellbeing or enjoyment of others will not be tolerated.

Constructive Feedback

The Club welcomes feedback and recognises that members may not always agree with decisions made by the Club or Committee. Concerns and differing views should be well considered, respectfully communicated and directed through an appropriate Club channel. Members are encouraged to raise issues constructively and provide the Club with an opportunity to respond. Abuse, threats, insults or personal attacks are not an appropriate form of feedback.

Work Health and Safety

All members have a responsibility to contribute to a safe environment and must comply with reasonable Club requirements relating to health and safety. Members must take reasonable care that their actions do not adversely affect the health or safety of themselves or others. Behaviour that creates a risk to the physical or psychological safety of staff, members, participants or other persons will not be tolerated.

Compliance with the Constitution

This Code operates under and is subject to the Club's Constitution. Members are required to comply with the Constitution and applicable Club policies, regulations and by-laws. A breach of this Code may be dealt with in accordance with Clause 6.10 – Discipline of Members of the Constitution, which provides the Committee with the authority to reprimand, suspend or expel a member, subject to the process set out in that clause.

Nothing in this Code limits or replaces the rights, powers, obligations or procedures contained in the Constitution.

Approved By: Gawler & Barossa Jockey Club Committee

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