



CODE OF CONDUCT

Overarching Principles of the Code of Conduct

- Operate within the rules and spirit of the hobby/sport, promoting fair play over winning at any cost
- Encourage and support opportunities for people to learn appropriate behaviours and skills
- Support opportunities for participation in all aspects of the hobby/sport
- Treat each person as an individual and with respect
- Display control and courtesy to all involved with the hobby/sport
- Respect the rights and worth of every person regardless of their gender, ability, cultural background or religion
- Respect the decisions of officials, coaches and Administrators in the conduct of the hobby/sport
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance will exist) with people under the age of 18 years
- Adopt appropriate and responsible behaviour in all interactions that are Club/Member related (both at Club events and when using online forums, telecommunications and all social media)
- Adopt responsible behaviour in relation to alcohol and other drugs (alcohol and drug free environment, no performance enhancing drugs) when at the Club, or representing the Club
- Act with integrity and objectivity, and accept responsibility for your decisions and actions
- Ensure your decisions and actions contribute to a safe environment
- Ensure your decisions and actions contribute to a harassment free environment
- Do not tolerate harmful or abusive behaviours
- Adhere to the club's Social Media Policy

Responsibility of Participants

- Give your best at all times
- Participate for your own enjoyment and benefit
- Use common sense at all times
- Maintain safety at all times
- Maintain appropriate interactions with minors (including electronic communications)

Responsibility of Parents/Guardians

- Place the safety and welfare of the participants above all else
- Help each participant reach their potential
- Respect the talent, developmental stage and goals of each person
- Encourage with positive and supportive feedback
- Encourage children to participate and have fun
- Focus on the child's effort and performance rather than winning or losing
- Parental discipline for mistakes should be within context of the error, and delivered in the spirit of personal development and learning

Responsibility of Officials/Marshalls

- Place the safety and welfare of the participants above all else
- Be consistent and impartial when making decisions
- Address unsporting behaviour and promote respect for all people

Responsibility of Administrators

- Act honestly, in good faith, and in the best interests of the hobby/sport as a whole
- Be aware of your legal requirements while fulfilling your duties
- Conduct your responsibilities with due care, competence and diligence
- Do not allow prejudice, conflict of interest or bias to affect your objectivity

Responsibility of Spectators

- Respect the performances and efforts of all people.
- Reject the use of violence in any form, whether it is by spectators, parents, officials or participants

Definition of a breach of the Code of Conduct

The Committee will decide what constitutes a Breach of the Code of Conduct and will action as appropriate. Breaches will be assessed as Minor or Major by the Committee. Examples of a breach include, but are not limited to:

- Verbal abuse (including swearing) of any other participant
- Physical abuse of any other participant
- Bullying or intimidation of any other participant
- Failure to comply with the direction of an Official
- Non-adherence to the Club's Social Media Policy.
- Bringing the Club or hobby into disrepute through significant misconduct (including comments made on social media).

Penalties for Breaches of the Code of Conduct

a) Informal Warning:

- *Verbal abuse of any other participant (including marshals)**. Banter between drivers is accepted as long as it remains good-spirited. Communications with marshals should be limited in frequency, and to advise of the status and whereabouts of the vehicle "marshall - my car is stuck" is acceptable. "Watch your corner" is not. Criticism of marshal performance or other commentary from the driver's stand or other areas will be subject to penalties. Between drivers, "leader coming through, red car" is acceptable; "get out of my way" or name calling is not.
- *Failure to comply with the direction of an Official*. This could be the direction to redress after an incident on track, advice to rectify an issue or withdraw a vehicle.

b) Immediate black flag:

- *Repeated occurrences of category (a) offence(s) during a race day.*
- *Bullying or intimidation of any other participant*.*
- *Discriminatory behaviour toward any other participant*.*

Note: repeat or significant occurrences matching the definitions defined in categories a) and b) may result in the participant(s) involved being asked to withdraw from the race day and leave the Chargers RC facility; this is at the discretion of race officials and the committee.

c) Formal Warning/Suspension:

- *Repeated occurrences of category a) and b) offence(s).*
- *Non-adherence to the Club's Social Media Policy or inappropriate use of club media channels.*
- *Bringing the Club or hobby into disrepute.*
- *Physical abuse/altercation/intimidation* is a case for an immediate indefinite suspension.*

Note: Major breaches of the code of conduct may be referred to external agencies (Police, etc.) as appropriate based on the occurrence, and could include a review of Club Membership of the involved parties.

*Interpretation of behaviour as threatening, abusive, discriminatory or of any other unacceptable nature is primarily by the recipient, witnesses or parent/guardian of any involved party, but ultimately any disputes will be decided by the Committee.