

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
- Ensure that any information acquired or advantage gained from the position is not used improperly
- 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 a Minor Breach

First Offence:

- A verbal warning will be given outlining the offence committed
- You will be stripped of your fastest time of day, or
- Similar appropriate penalty decided by majority vote of the Committee

Second Offence:

- A written warning will be given
- You will be asked to leave the race meeting

Third Offence:

- A second and final written warning will be given
- You will be banned from the track for a period of time to be determined by Chargers RC Committee
- Your Membership to the Club will be reviewed

Penalties for a Major Breach

At the discretion of the Committee:

- May be referred to external agencies (e.g. Police) as required
- Your Membership to the Club will be reviewed

Assessment of Breaches

- Once a breach of the Code of Conduct is proven to have occurred, the relevant penalty will apply immediately.
- Major breaches will be recorded against the participants record and do not expire (i.e. if a participant has had a previous breach and re-offends, this is counted as the second offence).
- Members have the right of appeal as per the Chargers RC Constitution and the Model Rules, including the right of mediation.

END