



AFWHS CODE OF CONDUCT

A Code of Conduct for All Members

All members of the Society must endeavour to abide by the Society's Code of Conduct in relation to the Society, its members, judges and officials, and the Friesian Warmblood breed in general. This Code of Conduct applies to all forms of communication, including personal contact, email, the internet, and all forms of social media.

The AFWHS works to ensure:

- inclusion of every person regardless of their gender or sexual orientation
- inclusion of every person regardless of their race, culture or religion
- opportunities for people of all abilities to participate in society activities and enjoy their horse
- that respect is shown towards others, the society and the broader community
- a safe and inclusive environment for all
- elimination of violent and abusive behaviour
- protection of persons involved from any type of harassment or intimidation

Under the Society Code of Conduct, all members must:

- Abide by the rules of the Society's Constitution and any other relevant policies and procedures agreed to upon joining, and as varied by the Committee from time to time.
- Treat other members with respect, courtesy, honesty and fairness.
- Not harass or bully other members.
- Respect the decisions of Judges or Event Officials, and follow the orders of Event Officials.
- Be truthful on matters regarding identity, eligibility and performance results of horses.
- Exercise ethical horsemanship, breeding practises and appropriate equine welfare.
- Represent the Friesian Warmblood breed and the Society in a positive and constructive manner.

This Code and the Society's Constitution rules apply to all Society sanctioned or sponsored events and activities, and extends to cover unacceptable behaviour on the part of individual members which has the potential to be injurious to the reputation of the Society, and negatively affect the safety and enjoyment of the society by other members.

Code for Office Bearers, Committee Members, Judges and Sub-Committee Members

Office Bearers, Committee Members, Judges and Sub-Committee Members are expected to:

- Work together towards achieving the objectives and purpose of the Society as expressed in the constitution.
- Take responsibility for contributing in a constructive and positive way to enhance good governance and the reputation of the committee and the Society.
- Seek to encourage the Society's members and seek to foster a culture of inclusiveness, openness and acceptance within the Society.
- Refrain from using one's position on the Committee to gain any sort of personal advantage or favour with Judges or Event Officials.
- Act impartially and ensure any conflict of interests that arise are declared and managed in the interests of the Society.
- Refer any harassing or bullying contact, written or verbal, from any Society member or other person to the committee and not respond personally.
- Seek to promote good teamwork among members of the committee, members of any sub- committees, and within the Society membership.
- Work with a spirit of co-operation and work actively together towards the Society goals.

BREACHES OF CODE OF CONDUCT

The AFWHS Committee may impose sanctions where they are satisfied that there is proof that a breach of the Code of Conduct has occurred. Breaches of the Code of Conduct include, but are not limited to, the following:

- Failure to comply with the Constitution or this Code of Conduct.
- Disrespecting the Constitution, this Code of Conduct, or Rules of an Event Organising Committee of an event in such a manner that is considered offensive.
- Disrespecting the decisions of Judges or Event Officials.
- Failure to follow the orders of Event Officials.
- Bribing or attempting to bribe Officials or Judges.
- Defamation of the Society.
- Conduct which may be injurious to the reputation of the Society.
- Behaviour or use of language in a manner which may be considered offensive.
- Misleading the Society or the Organising Committee as to the eligibility of a Horse/Rider or the misrepresentation of the Horse/Rider's identity.
- Misleading the Committee or Sub Committee by submitting false or incorrect information for the annual HiPoint or Roll of Merit.
- Use of illegal substances or failure or refusal of a rider, owner or society member to allow his/her horse to be swabbed upon request.
- Harassment including offensive, abusive, belittling or threatening behaviour directed at a person or people in the form of verbal, non verbal or written communication including harassment via electronic media.
- Violent or abusive behaviour towards another person.
- Vilification of any kind towards another person.
- Discrimination against another person based on their age, gender or sexual orientation.
- Discrimination against another person based on their race, culture, religion or any other irrelevant personal characteristic.
- Sexual harassment or intimidation of another person.
- Victimisation of another person for exercising their rights through the Code of Conduct.
- Repeating offences after being given a warning in writing by the Committee.
- Failure to maintain a safe environment.

HORSE WELFARE

In all equestrian pursuits the horse must be considered paramount. The Society considers that the well being of the horse shall be above the demands of owners, riders, organisers, sponsors or officials. In the interests of the horse, the fitness and/or competence of the Rider shall be regarded as essential. Therefore, the AFWHS Committee may also impose sanctions where they are satisfied that there is proof that any of the following acts of cruelty to a horse have occurred in the following manner:

- To whip or beat a horse excessively
- To subject a horse to any kind of electric shock
- To inappropriately use spurs, chain, or to jab the horse in the mouth with the bit excessively or persistently
- To mount, attempt to mount or workout an obviously exhausted, lame or injured horse
- To 'rap' a horse anywhere in or outside the grounds of any sanctioned or sponsored Event
- To hyper-sensitise any part of a horse
- To leave a horse without adequate food, drink and exercise.

Created By	Date	Revised
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