

Equestrian Australia Limited

ABN 19 077 455 755



**EQUESTRIAN
AUSTRALIA**

CODE OF CONDUCT

Effective 3 July 2017



Equestrian Australia (EA) General Code of Conduct

All Equestrian Australia (EA) Members and all persons required to comply with the EA Member Protection Policy including Administrators, Directors, Officers, Officials, Coaches, Participants, Parents, Guardians and Spectators must meet the following requirements in regard to their conduct and behaviour in any way relating to the sport of equestrian (including without limitation during or in respect of any activity held or sanctioned by EA, and as part of any role held within EA or any of its affiliates):

- Respect the rights, dignity and worth of all people involved in equestrian (including all participants, officials and administrators) regardless of gender, ability, sexual orientation, age, cultural background or religion.
- Be aware of and abide by the Fédération Équestre Internationale (FEI) Code of Conduct for the Welfare of the Horse.
- Be fair, considerate, honest and act appropriately in all dealings.
- Be professional in, and accept responsibility for, your actions.
- When providing a service, seek to provide quality service.
- Be aware of, and comply with EA's standards, rules, regulations, by-laws and policies.
- Avoid any conduct using privileged information to gain a personal or commercial advantage.
- Respect the spirit of the rules of the sport (including, without limitation, national and international guidelines which govern Equestrian Sport, the member associations and the affiliated clubs) and fair play, and behave accordingly.
- Not use your involvement with EA, its member associations or affiliated clubs to promote your own beliefs, behaviours or practices where these are inconsistent with those of EA.
- Demonstrate a high degree of individual responsibility especially when dealing with persons under the age of 18 years, as your words and actions are an example.
- Refrain from any form of harassment, bullying, abuse, violence, intimidation or vilification of others, including via the use of social media.
- Refrain from any behaviour that may bring EA, its member associations, its affiliated clubs or the sport of equestrian into disrepute.
- Not engage in conduct that is (in EA's reasonable opinion) unethical, unbecoming or likely to cause harm to the reputation of EA, its member associations or affiliated clubs or the sport of equestrian.
- When providing an environment for the conduct of an activity, seek to provide a safe environment.
- Comply with all relevant Australian laws (Federal and State), including anti-discrimination, occupational health and safety and child protection laws.
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.
- Contribute to a safe sporting environment and respectful culture which is accepting of individual differences, and behave accordingly.



Equestrian Australia (EA) General Code of Conduct (cont'd)

- Use appropriately the facilities and equipment made available for events, administration, coaching and training.
- Understand the consequences if you breach EA's standards, rules, regulations and policies.
- Condemn the use of violence or abuse in any form, whether it is by other spectators, participants, coaches, officials, volunteers or athletes.
- Do not consume or be affected by alcohol or other substances such that it impairs your judgement or the safety of yourself or others.
- Do not take, consume or be affected by illicit substances.



EA Code of Conduct for EA Members, Administrators, Directors and Officers

In addition to the EA General Code of Conduct, all EA Members and persons acting as administrators, directors and officers of EA or its affiliates, must meet the following requirements regarding their conduct and behaviour in any way relating to the sport of equestrian (including without limitation during or in respect of any activity held or sanctioned by EA, and as part of any role as an administrator, director or officer of EA or its affiliates):

- Seek to resolve conflicts fairly and promptly through established procedures.
- Be aware of and abide by the principles of the FEI Code of Conduct for the Welfare of the Horse.
- Act impartially.
- Be aware of and comply with EA's standards, rules, regulations, by-laws and policies.
- Be professional in all actions. Language, presentation, manner and punctuality should reflect high standards.
- Do not accept or participate in any form of bribery or corruption.
- Accept responsibility for all actions taken.
- Be aware of their legal responsibilities.
- Be aware of the legal rights of others.
- If unsure of the applicable rules or procedures that should be followed, seek further advice prior to proceeding.
- Document all relevant complaints and the manner in which they were handled.
- Never use their position or role to avoid responsibility or to unjustly prevent an individual from exercising their rights.
- Seek to preserve and protect the standing and reputation of EA and its affiliates.



EA Code of Conduct for Officials

In addition to the EA General Code of Conduct, any person appointed by EA (or its affiliates) as an official must meet the following requirements regarding their conduct and behaviour in any way relating to the sport of equestrian (including without limitation during or in respect of any activity held or sanctioned by EA, or as part of any role as an official appointed by EA or its affiliates):

- Act impartially.
- Place the safety and welfare of the athletes/participants above all else.
- Be aware of and abide by the principles of the FEI Code of Conduct for the Welfare of the Horse.
- Be fair, equitable, considerate and honest in all dealing.
- Accept responsibility for all actions taken.
- Be professional in all actions. Language, presentation, manner and punctuality should reflect high standards.
- Do not accept or participate in any form of bribery or corruption.
- Avoid any situation which may lead to a conflict of interest.
- Be courteous, respectful and open to discussion and interaction.
- Maintain or improve their current performance level and seek continual improvement.
- Seek to preserve and protect the standing and reputation of EA and its affiliates.



EA Code of Conduct for Participants

In addition to the EA General Code of Conduct, participants must meet the following requirements regarding their conduct and behaviour during or in respect of any activity held or sanctioned by EA or its affiliates:

- Be aware of and abide by the principles of the FEI Code of Conduct for the Welfare of the Horse.
- Respect the rights, dignity and worth of others, including fellow participants, coaches, officials, volunteers and spectators.
- Do not act inappropriately or aggressively.
- Display and foster respect for officials, opponents, coaches, administrators, parents and spectators.
- Respect the talent, potential and development of fellow participants.
- Be frank and honest with your coach concerning illness and injury and your ability to train fully in accordance with relevant requirements.
- Avoid inappropriate intimate relationships with your coach.
- Conduct yourself in a responsible and appropriate manner relating to language, temper and punctuality. Be courteous, kind and set a good example in dress and behaviour.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decision of officials.
- Make any appeals through the formal process and respect the final decision.
- Be honest in your attitude and preparation to training.
- Work equally hard for yourself and your team.
- Cooperate with coaches and staff in development of programs.



EA Code of Conduct for Parents and Guardians

In addition to the EA General Code of Conduct, parents/guardians of participants must meet the following requirements regarding their conduct and behaviour during or in respect of any activity held or sanctioned by EA or one of its affiliates:

- Remember that your child participates in sport for their own enjoyment and development, not yours.
- Focus on your child's efforts and performance rather than winning or losing.
- Never ridicule or abuse your child or other participants.
- Show appreciation and respect for the performance and skilful performance by all participants.
- Demonstrate a high degree of individual responsibility, especially when dealing with or in the vicinity of persons under the age of 18 years, as your words and actions are an example.
- Encourage your child to participate always according to the rules.
- Ensure appropriate levels of parent / guardian supervision of your child while they are participating in any activity held or sanctioned by EA or one of its affiliates.
- Respect officials' decisions and teach children to do likewise.
- Do not physically or verbally abuse or harass anyone associated with the sport (including any participant, coach, umpire, officials and administrators).
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.
- Be courteous in communications with administrators, officials, coaches and participants, and teach your child to do the same.



EA Code of Conduct for Spectators

Spectators at any activity held or sanctioned by EA must meet the following requirements regarding their conduct and behaviour during any such activity or event:

- Respect the decisions of officials and encourage others to do the same.
- Never ridicule or abuse a participant.
- Show appreciation and respect for the performance and skills of all participants.
- Do not use violence, harassment or abuse in any form (including without limitation, do not use foul language, sledge or harass participants, coaches, officials or other spectators).
- Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

EA Code of Conduct for Coaches

In addition to the EA General Code of Conduct, EA Coaches must meet the following requirements and behaviour in any way relating to the sport of equestrian (including without limitation during or in respect of any activity held or sanctioned by EA, or as part of any coaching role appointed by EA or one of its affiliates):

- Place the safety and welfare of the athletes/participants above all else.
- Be aware of and abide by the principles of the FEI Code of Conduct for the Welfare of the Horse.
- Operate within the rules.
- Act with integrity and objectivity, and accept responsibility for your decisions and actions.
- Ensure that equipment and facilities meet safety standards and are appropriate to the age and experience of the horse and the athlete.
- Be a positive role model.
- Accept responsibility for all actions taken.
- Respect the talent and commitment of each athlete and their horse and seek to develop their potential.
- Treat each athlete and horse as a unique individual.
- Respect fellow coaches and their students and encourage athletes to do likewise.
- Learn as much as possible about the sport, and keep up to date with developments.
- Ensure that the time spent with you is positive and self-enhancing for the athlete.
- Never deceive or mislead the athlete.
- Be dignified and controlled and teach athletes to be likewise.
- Actively discourage the use of drugs prohibited by the Australian Sports Commission, EA and the FEI.
- Discourage the use of cruel or injurious training methods and set a good example with your own training methods.
- Teach the athlete that the rules of the sport are mutual agreements which no one should evade or break. It is the duty of the coach to know and abide by EA and the FEI rules and to encourage compliance in spirit and in deed.
- Respect the decisions of officials and encourage athletes to do likewise.
- All students are entitled to and deserve equal time in group lessons.
- Follow the advice of medical and veterinary practitioners when dealing with injured athletes and horses.
- When coaching young athletes make only reasonable demands on their time, energy and enthusiasm.
- Always consider the maturity level of any young athlete.



EA Code of Conduct for Coaches (cont'd)

- Avoid inappropriate intimate relationships with athletes/participants. Do not engage in any form of personal abuse towards your athletes.
- Do not engage in any form of harassment in relation to your athletes.
- Any physical contact with your athletes should be:
 - Appropriate to the situation;
 - Necessary for the athlete's skill development.