



EQUESTRIAN  
AUSTRALIA



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# CODE OF CONDUCT

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## Document Review

This Code of Conduct will be reviewed on a regular basis by Equestrian Australia.

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## 1. Introduction

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- 1.1 Equestrian Australia Limited (**EA**) is guided by its values of teamwork, integrity, inclusion and excellence. These values are part of Equestrian Sport's DNA and form the sports culture.
- 1.2 EA is committed to making Equestrian Sport a safe and fair place for all participants.
- 1.3 To this end, every participant in Equestrian Sport has a responsibility to be aware of the standards of behaviour that apply in the sport.
- 1.4 Participants in Equestrian Sport are required to comply with this Code of Conduct (**Code**).
- 1.5 In addition to this Code, EA has adopted the National Integrity Framework (**NIF**) policies developed by Sport Integrity Australia. The NIF policies assist with creating a safe and fair sporting environment for all by setting out rules about types of behaviour that are unacceptable in Equestrian Sport. These unacceptable behaviours are defined as Prohibited Conduct.
- 1.6 The NIF Policies provide for standards of behaviour including in relation to abuse, harassment and similar; child protection; improper manipulation of activities; illegal drugs; and other substance use. This Code supplements the NIF and other policies.
- 1.7 The NIF Complaints, Disputes and Discipline Policy (**CDDP**) sets out the process and parameters for how allegations of Prohibited Conduct are managed and resolved.
- 1.8 Conduct alleged to contravene this Code is dealt with under mechanisms set out in the CDDP. This Code is a "Relevant Policy" as defined in the CDDP.

## 2. Definitions

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In this Policy the following words have the corresponding meaning:

**Activity** means a sporting contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by a Relevant Organisation.

**Athlete** means a person who is registered, or entitled to participate, in an Activity.

**Authorised Provider** means any non-Sport Organisation authorised to conduct an Activity.

**Club** means any club that enters an Athlete or a Team to participate in an Activity.

**Code of Conduct** or **Code** means this Code of Conduct.

**Contractor** means any person or organisation engaged to provide services for or on behalf of a Relevant Organisation, and includes:

- (a) agents, advisers, and subcontractors of a Relevant Organisation; and
- (b) employees, officers, volunteers and agents of a contractor or subcontractor.

**EA** means Equestrian Australia Limited.

**Employee** means a person employed by a Relevant Organisation.

**Equestrian Sport** means the sport of Equestrian as governed by EA and the Fédération Equestre Internationale (**FEI**) from time to time.

**Member** means a member of a Relevant Organisation, including:

- (a) **Member Organisations**, which means each company or incorporated association that is a member of EA, including each:
  - i. state, territory, and Club Member; and
  - ii. affiliate that is a member of a state, territory and Club Member.
- (b) **Individual Members**, which means individuals who are registered with a Relevant Organisation.

**National Integrity Framework** or **NIF** means the "National Integrity Framework" adopted by a Relevant Organisation from time to time, as developed by Sport Integrity Australia (**SIA**) and consisting of:

- (a) Safeguarding Children and Young People Policy;
- (b) Competition Manipulation and Sport Gambling Policy;
- (c) Improper Use of Drugs and Medicine Policy;
- (d) Member Protection Policy;
- (e) Complaints, Disputes and Discipline Policy (**CDDP**).

**Participant** means:

- (a) an Athlete;
- (b) a coach appointed to train an Athlete or Team in an Activity;
- (c) an administrator who has a role in the administration, operation or Activity of a Relevant Organisation;
- (d) an official including referee, umpire, technical official, judge or other official appointed by a Relevant Organisation or any league, competition, series, club or team sanctioned by a Relevant Organisation;
- (e) a support person who is appointed in a professional or voluntary capacity by a Relevant Organisation or any league, competition, series, Club or Team sanctioned by a Relevant Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and
- (f) a parent/carer or spectator who is subject to registration conditions or venue conditions of entry that requires compliance with this Code.

**Prohibited Conduct** means;

- (a) the conduct defined in the CDDP and
- (b) contraventions of this Code.

**Relevant Organisation** means any of the following:

- (a) EA;
- (b) a Member Organisation;
- (c) any other organisation that has agreed to be bound by this Code.

**Relevant Person** means any of the following:

- (a) Individual Member;
- (b) Participant;
- (c) Employee;
- (d) Contractor;
- (e) Volunteer; or
- (f) Any other person who has agreed to be bound by this Code.

**Team** means a collection or squad of Athletes, registered with a Relevant Organisation or entitled to participate in an Activity.

**Volunteer** means any person engaged by a Relevant Organisation in any capacity who is not otherwise an Employee or Contractor, including directors and office holders, coaches, officials, administrators and team and support personnel.

### 3. Jurisdiction

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#### 3.1 To whom the Code applies

This Code applies to:

- (a) Relevant Persons; and
- (b) Relevant Organisations.

#### 3.2 When the Code applies

- (a) All Relevant Persons and Relevant Organisations must comply with this Code:
  - (i) when dealing with or in relation to Relevant Organisations or their staff, contractors and representatives in relation to Equestrian Sport;
  - (ii) in all conduct in relation to Equestrian Sport, including when participating in Activities or on social media;
  - (iii) when dealing with other Relevant Persons or Relevant Organisations in relation to Equestrian Sport; and
  - (iv) As part of, and to maintain, their membership or standing as a Relevant Person or Relevant Organisation.
- (b) Dealings or conduct between or with a Relevant Person and/or Relevant Organisation which are not related to Equestrian Sport (including on social media) are not within the scope of this Code.
- (c) A Relevant Organisation may:
  - (i) determine that an instance of alleged contravention of this Code would be more appropriately dealt with under a different policy; and if so
  - (ii) refer that instance of alleged contravention to be dealt with under that other policy.

### 4. Required conduct

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4.1 Relevant Persons and Relevant Organisations must:

- (a) comply with the Federation Equestre Internationale (FEI) [Code of Conduct for the Welfare of the Horse](#);
- (b) be ethical, considerate, fair and honest in dealings with other people and organisations;
- (c) act with integrity and objectivity;
- (d) avoid a perceived or real conflict of interest;
- (e) maintain appropriate behaviour;
- (f) accept and respect the authority of officials;
- (g) not use offensive language or engage in offensive behaviour towards officials;
- (h) not show unnecessary dissension, displeasure or disapproval towards officials;
- (i) treat Relevant Organisation representatives and other stakeholders with courtesy, respect, and dignity;
- (j) take reasonable care for the health and safety of themselves and of Relevant Organisation representatives;
- (k) not disclose private and confidential information obtained through Activities, whether the information is of a personal or organisational nature;
- (l) not engage in behaviour that:
  - (i) is drunk and disorderly;
  - (ii) is personal or domestic violence;

- (iii) damages property;
- (iv) unreasonably disrupts Relevant Organisation representatives from performing their duties or functions; or
- (v) is unlawful or unsafe;
- (m) not behave in a manner prohibited by a venue's ticketing or entry conditions at which an Activity is taking place, when attending in or around that venue;
- (n) not behave in a manner that creates a public nuisance and/or disturbance in or around a venue at which an Activity is taking place;
- (o) comply with all reasonable directions of, and accept all decisions of, representatives of Relevant Organisations in the course of their duties or functions; and
- (p) not be in the possession of, or under the influence of, an illegal drug when in or around a venue at which an Activity is taking place.

## **5. Contraventions of this Code**

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5.1 A Relevant Person commits a contravention of this Code if he or she:

- (a) Contravenes a provision in clause 4 of this Code.
- (b) Engages in any conduct in relation to an Activity that would impair public confidence in the safe and orderly conduct of the Activity.
- (c) Engages in any conduct (including on social media) that:
  - (i) brings a Relevant Organisation, a Relevant Person or Equestrian Sport into disrepute; or
  - (ii) is or could be harmful to the interests of a Relevant Organisation or Equestrian Sport.
- (d) Makes improper use of information acquired by virtue of:
  - (i) their position in a Relevant Organisation or in any Team; or
  - (ii) their position as an Athlete selected by a Relevant Organisation; or
  - (iii) their relationship with a Relevant Organisation,
  - (iv) directly or indirectly gaining an advantage for themselves or for any other person, or to cause detriment to a Relevant Organisation.

## **6. Complaints, Disputes and Discipline Policy**

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The CDDP applies to any allegation of a contravention of this Code or Prohibited Conduct.