



EQUESTRIAN  
AUSTRALIA



# CODE OF CONDUCT

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## Document Review

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

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## 1 Introduction

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- a) 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.
- b) EA is committed to making Equestrian Sport a safe and fair place for all participants.
- c) To this end, every participant in Equestrian Sport has a responsibility to be aware of the standards of behaviour that apply in the sport.
- d) Participants in Equestrian Sport are required to comply with this Code of Conduct (**Code**).
- e) 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.
- f) 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.
- g) The NIF Complaints, Disputes and Discipline Policy (**CDDP**) sets out the process and parameters for how allegations of Prohibited Conduct are managed and resolved.
- h) 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.

**Board** means the body consisting of the Directors under Rule 21 of the *Constitution of Equestrian Australia*.

**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.

**Media** means any electronic or print media.

**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.

**Social Media** means any form of online or interactive application or other form or medium that enables users to create, display, share and/or upload content.

**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 General Prohibition

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No Relevant or Relevant Organisation bound by this Code shall engage in any conduct which:

- a) is detrimental to;
- b) brings into disrepute;
- c) is inconsistent with;
- d) is contrary to; or
- e) is prejudicial to;
- f) the best interest, image or welfare of the Equestrian Sport.

## 5 General Duty

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Every Relevant Organisation and Relevant Person bound by this Code shall, so far as practicable, do all things reasonably necessary to promote the best interests, image and welfare of the Equestrian Sport.

## 6 Public Confidence Not to be Impaired

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- a) No Relevant Organisation or Relevant Person bound by this Code shall engage in any conduct that might impair public confidence in the Equestrian Sport.
- b) No Relevant Organisation or Relevant Person bound by this Code shall engage in any conduct that might impair public confidence in the honesty or integrity of an officer or employee of Equestrian Australia (including the Chief Executive Officer, Board).

## 7 Required conduct

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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.

## 8 Public Comment

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- a) No Relevant Organisation or Relevant Person bound by this Code shall comment adversely on, or with respect to;
- i. Federation Equestre Internationale (FEI);
  - ii. Equestrian Australia (EA);
  - iii. Member Organisation;
  - iv. An Officer or Employee of Equestrian Australia (including the Chief Executive Officer and Board);
  - v. Any activity (including training), whether on a one-off basis or as part of a series, league, or competition, which is sanctioned or organised by a Relevant Organisation; or
  - vi. Any matter which has been, is, or likely to be, the subject of a proceeding before the Federation Equestre Internationale, Equestrian Australia, Hearing Tribunal, the National Sports Tribunal or any other committee or tribunal established by Equestrian Australia;
  - vii. on a public occasion.
- b) No Member Organisation or Relevant Person (including Athlete) shall, on a public occasion, comment on or with respect to the performance of a Participant.
- c) For the purposes of Clause (8a), “comment adversely” means to make any comment, whether orally or in writing, or to perform any action that is or might;
- i. Be detrimental to;
  - ii. Bring into disrepute;
  - iii. Be inconsistent with;
  - iv. Be contrary to; or
  - v. Be prejudicial to;
  - vi. the best interest, image or welfare of the Equestrian Sport.

- d) For the purposes of Clauses (8a) and (8b), the expression “on a public occasion”, means that the comment was made or the action took place:
- i. In a public setting;
  - ii. To, or in the presence of any person that is known or ought to be known as a member of the Media; or
  - iii. When it is known or ought to be known that the comment or action may be reported in the Media.

## 9 Social Media

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- a) No Relevant Person or Member Organisation bound by this Code shall display or transmit, or cause or authorise to be displayed or transmitted, any content (whether by word, image, audio, internet link or otherwise) on any social media that might;
- i. Be detrimental to;
  - ii. Bring into disrepute;
  - iii. Be inconsistent with;
  - iv. Be contrary to; or
  - v. Be prejudicial to;
  - vi. the best interest, image or welfare of the Equestrian Sport.
- b) Without intending to be exhaustive, the types of conduct prohibited by sub-Clause (a) include the display or transmission of content that;
- i. Vilifies or intimidates a person because of that person’s age, race, religion, colour, descent, nationality, ethnic or social origin, gender, sex, sexual preference, physical or mental disability, marital status, status of a parent, family or carer’s responsibilities or political opinion or might have that effect;
  - ii. Constitutes harassment or a person or a group or persons, or threatens or advocates the use of violence against a person or a group of persons, or might have that effect;
  - iii. Is obscene or sexually explicit;
  - iv. Breaches a person’s right to privacy;
  - v. Breaches the law.
- c) For the purpose of sub-Clause (a), the expression “social media” means any form of online or interactive application or other form of medium that enables users to create, share and/or upload content, including such platforms as Facebook, MySpace, Twitter/X, Snapchat, Instagram, LinkedIn, Yammer, SharePoint, Teams, YouTube, TikTok, Pinterest, Tumblr, Yelp, Google Reviews, Reddit, Foursquare, WhatsApp, and any other methods developed for blogs, podcasts, message boards and websites.

## 10 Contraventions of this Code

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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.

## **11 Complaints, Disputes and Discipline Policy**

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