

## **MEMBER PROTECTION POLICY**

The King River Horse & Pony Club (Inc) Member Protection Policy is a risk management tool designed to provide a framework to implement a safe, harassment-free environment for all of its members. The policy sets out the procedures in dealing with complaints of abuse and harassment in an effective, appropriate and timely manner. An important component of the policy is the codes of conduct. These include:

- General Code of Conduct
- Administrator Code of Conduct
- Coach Code of Conduct
- Official Code of Conduct
- Rider Code of Conduct
- Parent/Guardian Code of Conduct
- Spectator Code of Conduct
- Volunteer Code of Conduct

### **General Code of Conduct**

As a member of King River Horse & Pony Club (Inc), you must meet the following requirements in regard to your conduct during any activity held or sanctioned by King River Horse & Pony Club (Inc):

- 1) Respect the rights, dignity and worth of others.
- 2) Be fair, considerate and honest in all dealing with others.
- 3) Be professional in, and accept responsibility for, your actions.
- 4) Make a commitment to providing quality service.
- 5) Be aware of, and maintain an uncompromising adherence to, King River Horse & Pony Club (Inc) standards, rules, regulations and policies.
- 6) Operate within the rules of the sport including national and international guidelines which govern King River Horse & Pony Club (Inc) and the affiliated clubs.
- 7) Do not use your involvement with King River Horse & Pony Club (Inc) or an affiliated club to promote your own beliefs, conducts or practices where these are inconsistent with those of King River Horse & Pony Club (Inc) or an affiliated club.
- 8) Demonstrate a high degree of individual responsibility especially when dealing with persons less than 18 years of age, as your words and actions are an example.
- 9) Refrain from any form of harassment of others.
- 10) Refrain from any conduct that may bring King River Horse & Pony Club (Inc) or an affiliated club into disrepute.
- 11) Provide a safe environment for the conduct of the activity.
- 12) Be a positive role model.
- 13) Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

### **Administrator Code of Conduct**

In addition to the King River Horse & Pony Club (Inc) General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held by or under the auspices of King River Horse & Pony Club (Inc) or an affiliated club and in your role as an administrator of King River Horse & Pony Club (Inc) or an affiliated club:

- 1) Resolve conflicts fairly and promptly through established procedures.
- 2) Maintain strict impartiality.
- 3) Be aware of your legal responsibilities

### **Coach Code of Conduct**

In addition to the King River Horse & Pony Club (Inc) General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by King River Horse & Pony Club (Inc) or an affiliated club and in your role as a coach appointed by King River Horse & Pony Club (Inc):

- 1) Do not tolerate acts of aggression.
- 2) Provide feedback to riders and other participants in a manner sensitive to their needs. Avoid overly negative feedback.
- 3) Recognise riders' rights to consult with other coaches and advisers.
- 4) Treat all riders fairly within the context of their sporting activities, regardless of gender, race, place of origin, athletic potential, colour, sexual orientation, religion, political beliefs, socio-economic status and other conditions.
- 5) Encourage and facilitate riders' independence and responsibility for their own conduct, performance, decisions and actions.
- 6) Involve the riders in decisions that affect them.
- 7) Encourage riders to respect one another and to expect respect for their worth as individuals regardless of their level of play.
- 8) Ensure that the tasks and/or training set are suitable for age, experience, ability, and physical and psychological conditions of the riders.
- 9) Actively discourage the use of performance enhancing drugs, and the use of alcohol, tobacco and illegal substances.
- 10) Do not exploit any coaching relationship to further personal, political or business interests at the expense of the best interest of your riders.
- 11) Accept and respect the role of officials in ensuring that competitions are conducted fairly and according to established rules.
- 12) Know and abide by rules, regulations and standards, and encourage riders to do likewise. Accept both the letter and the spirit of the rules.
- 13) Be honest and ensure that qualifications are not misrepresented.

### **Official Code of Conduct**

In addition to the King River Horse & Pony Club (Inc) General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by King River Horse & Pony Club (Inc) or an affiliated club and in your role as an official appointed by King River Horse & Pony Club (Inc) or an affiliated club:

- 1) Place the safety and welfare of the riders/participants/horses above all else.
- 2) Accept responsibility for all actions taken.
- 3) Be impartial.
- 4) Avoid any situation which may lead to a conflict of interest.
- 5) Be courteous, respectful and open to discussion and interaction.
- 6) Value the individual in sport.

### **Rider Code of Conduct**

In addition to the King River Horse & Pony Club (Inc) General Code of Conduct, you must meet the following requirements in regard to your conduct during any activity held or sanctioned by King River Horse & Pony Club (Inc) or an affiliated club and in your role as a rider/participant in any activity held by or under the auspices of King River Horse & Pony Club (Inc) or an affiliated club:

- 1) Respect the rights, dignity and worth of fellow riders, coaches, officials and spectators.
- 2) Do not tolerate acts of aggression.
- 3) Respect the talent, potential and development of fellow riders and competitors.
- 4) Be frank and honest with your coach concerning illness and injury and your ability to train fully within the program requirements.
- 5) Conduct yourself in a professional manner relating to language, temper and punctuality.
- 6) Maintain high personal conduct standards at all times.
- 7) Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
- 8) Be honest in your attitude and preparation to training.
- 9) Cooperate with coaches and staff in development of programs to adequately prepare you for competition at the highest level.

### **Parent/Guardian Code of Conduct**

As a parent/guardian of a rider/participant in any activity held by or under the auspices of the King River Horse & Pony Club (Inc) or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

- 1) Respect the rights, dignity and worth of others.
- 2) Remember that your child participates in sport for their own enjoyment, not yours.
- 3) Focus on your child's efforts and performance rather than winning or losing.
- 4) Never ridicule or yell at your child and other children for making a mistake.
- 5) Show appreciation for good performance by all riders.
- 6) Demonstrate a high degree of individual responsibility especially when dealing with or in the vicinity of persons under 18 years of age, as your words and actions are an example.
- 7) Respect officials' decisions and teach children to do likewise.
- 8) Do not physically or verbally abuse or harass anyone associated with the sport (rider, coach, official and so on).
- 9) Respect the rights, dignity and worth of every young person regardless of their gender, ability, cultural background or religion.
- 10) Be a positive role model.
- 11) Understand the repercussions if you breach, or are aware of any breaches of, this code of conduct.

### **Spectator Code of Conduct**

As a spectator in any activity held by or under the auspices of the King River Horse & Pony Club (Inc) or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

- 1) Respect the decisions of officials and teach young people to do the same.
- 2) Never ridicule or scold a young rider for making a mistake. Positive comments are motivational.
- 3) Condemn the use of violence in any form, whether it is by other spectators, coaches, officials or riders.
- 4) Do not use violence, harassment or abuse in any form (that is, do not use foul language, sledge or harass riders, coaches, officials or other spectators).
- 5) Respect the rights, dignity and worth of every person regardless of their gender, ability, cultural background or religion.

### **Volunteer Code of Conduct**

As a volunteer in any activity held by or under the auspices of the King River Horse & Pony Club (Inc) or an affiliated club, you must meet the following requirements in regard to your conduct during any such activity or event:

- 1) Respect the rights, dignity and worth of fellow riders, coaches, officials and spectators.
- 2) Do not tolerate acts of aggression.
- 3) Respect the talent, potential and development of riders and competitors.
- 4) Be frank and honest.
- 5) Conduct yourself in a professional manner relating to language, temper and punctuality.
- 6) Maintain high personal conduct standards at all times.
- 7) Abide by the rules and respect the decision of the official.
- 8) Commit to the understanding and upholding of the Conflict of Interest policy.
- 9) Cooperate with coaches and staff in development of programs.

### **Disciplinary Action**

Disciplinary action will be taken by the Great Southern Riders Squad (Inc) against anyone who is found to be in breach of this Member Protection Policy.

Disciplinary action will also be taken against anyone who victimises or retaliates against a person who has complained of abuse, discrimination or sexual harassment.

The discipline will depend on the severity of the case, and may involve an apology, counselling, suspension or any other forms of action deemed appropriate.