

## **CODE OF CONDUCT**

This Code of Conduct establishes the standard of behaviour expected of all persons using the Club's facilities, including licensed trainers, stable staff and representatives acting on behalf of trainers.

It applies to all conduct on Club premises, during trackwork and associated activities, at race meetings and events, and in connection with the Club, including online and social media activity and any public commentary or media engagement, including television, radio, and on-screen interviews.

The purpose of this Code is to ensure a safe, respectful, and professional environment so that all individuals can enjoy and participate in Club activities in a responsible manner. This Code must be read in conjunction with the Club's Training Facility Regulations and other applicable Club policies.

### **Principles**

All individuals must accept responsibility for their behaviour and ensure it does not adversely impact others.

All persons are expected to behave in a manner that:

- Maintains and supports the reputation of the Club
- Is not detrimental to the enjoyment of others
- Ensures the health, safety, and wellbeing of staff and others
- Supports a safe, inclusive, and respectful environment
- Ensures Club property and facilities are used responsibly

### **Standard of Conduct**

All individuals must:

- Behave in a professional and respectful manner at all times
- Treat staff, Committee members, and others with respect
- Act in a way that supports a cooperative and safe environment
- Ensure their conduct does not adversely impact Club operations, safety, or reputation

### **Unacceptable Conduct**

The following conduct is not permitted:

#### **Bullying and Harassment**

- Verbal abuse, intimidation, or aggressive behaviour
- Conduct that belittles, humiliates, or undermines others

#### **Discrimination and Offensive Behaviour**

- Sexist, discriminatory, or offensive remarks or actions
- Behaviour that creates a hostile, unsafe, or uncomfortable environment

#### **Recording and Use of Images or Footage**

- Recording, photographing, or filming individuals without consent
- Distributing images, video, or commentary that:
  - Targets individuals
  - Misrepresents situations
  - May damage the reputation of individuals or the Club

#### **Public, Media and Social Media Conduct**

- Publishing or sharing material, or making public statements, that:
  - Is obscene, defamatory, threatening, harassing, discriminatory, or disparaging
  - Targets or undermines individuals associated with the Club
  - Misrepresents Club operations or decisions
  - Brings, or is likely to bring, the Club into disrepute or ridicule

### **Alcohol-Related Behaviour**

- Engaging in arguments, disputes, or inappropriate conduct while under the influence of alcohol
- Behaviour that is disruptive, aggressive, or impacts the safety or wellbeing of others

### **Conduct Impacting the Club**

Any behaviour that:

- Breaches accepted standards of public behaviour
- Jeopardises the health or safety of others
- Causes offence or reduces the enjoyment of others
- Disrupts Club operations
- Damages, destroys, or lessens the value of Club assets
- Negatively impacts the reputation of the Club

### **Constructive feedback is supported where it is:**

- Well considered
- Respectfully communicated
- Not abusive, threatening, or insulting

### **Work Health and Safety**

- All individuals must comply with the Club's obligations to provide a safe environment.
- In line with expectations under Safe Work Australia:
- Behaviour that creates a risk to physical or psychological safety will not be tolerated
- All individuals must take reasonable care that their actions do not adversely affect others

Approved By: Gawler & Barossa Jockey Club Committee

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