Code of Conduct

Our organisation is committed to fostering a safe, inclusive, and respectful environment for all members and participants. The following Code of Conduct outlines the expectations for behaviour to ensure our group thrives as a positive space for everyone.

Role of the committee

Committee members are expected to lead by example and act as role models for the Code of Conduct. Their actions and decisions should reflect the group’s values of respect, fairness and accountability. Committee members must demonstrate the highest standard of behaviour, both during group activities and in their interactions with others, setting a positive example for all participants.

1. Respect for Others

* Treat all members with courtesy, respect, and kindness.
* Listen actively and allow everyone an opportunity to share their thoughts and ideas.
* Avoid offensive language or behaviour based on race, gender, religion, ability, age, or other personal characteristics.
* During activities and training sessions the nominated lead, as a paid or volunteer instructor, is to be shown the highest level of respect and courtesy.

2. Inclusivity and Equality

* Promote equal participation and avoid exclusionary practices by welcoming all levels of riders and all breeds of horses.
* Ensure decisions are made fairly and without bias.

3. Safety and Well-being

* Ensure the physical and emotional safety of all members.
* Refrain from any form of bullying, intimidation, or aggression.
* All members have a role and responsibility in raising and addressing safety issues.

4. Constructive Communication

* Speak respectfully and focus on constructive dialogue.
* Resolve disagreements calmly and respectfully, seeking solutions rather than escalating conflict.

5. Responsibility and Accountability

* Take responsibility for your actions and their impact on others.
* Report any concerns or breaches of this code to the group leaders.

6. Participation and Engagement

* Contribute positively to group activities and discussions.
* Follow the guidelines and decisions made collectively by the group.

7. Confidentiality

* Respect the privacy of members and maintain confidentiality of sensitive information shared within the group.

8. Animal Welfare

* Members and participants are expected to adhere to the AQHA Animal Welfare Policy
* <https://www.aqha.com.au/animal-welfare>

Consequences for Breaching the Code

* Minor breaches may result in a reminder or discussion with group leaders.
* Serious or repeated breaches may lead to a member or participant being asked to leave the activity (arena) or removal from the group, as determined by the committee’s leadership positions in consultation with the committee.

This Code of Conduct reflects our shared values and commitment to building a positive, respectful community. By participating in this group, you agree to uphold these principles.