



PONY CLUB

AUSTRALIA

CODE OF CONDUCT

1 JULY 2022

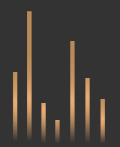
Conduct expectations, excluding Prohibited Conduct
under the National Integrity Framework

Policy review: 1st March 2023

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1 BACKGROUND

- 1.1 Pony Club Australia is committed to promoting and strengthening the positive image of Pony Club® and its Participants in Australia and to ensuring that everyone involved with Pony Club® is treated with respect and dignity.
- 1.2 This Code of Conduct aims to ensure that everyone involved in Pony Club® is aware of the standards of behaviour expected of them and the mechanism for dealing with any conduct that is alleged to breach the Code of Conduct.
- 1.3 This Code of Conduct:
 - (a) Prescribes Prohibited Conduct;
 - (b) Can be adopted at the Pony Club Australia, Member Organisation and Affiliate level without amendment; and
 - (c) Does not cover conduct and disciplinary matters arising under policies that form part of the National Integrity Framework.
- 1.4 The National Integrity Framework does not apply to this Code of Conduct but sits alongside it. Where a provision is inconsistent with the National Integrity Framework, the National Integrity Framework will apply to the extent of that inconsistency.

2 DEFINITIONS

In this Policy the following words have the corresponding meaning:

- 2.1 **Activity** means a Pony Club® 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 Pony Club Australia or a Pony Club® Organisation.
- 2.2 **Affiliate** means a member of a Member Organisation including (as applicable) clubs, zones and states.
- 2.3 **Authorised Provider** means any non-Pony Club® Organisation authorised to conduct an Activity.
- 2.4 **Code of Conduct** means this Code of Conduct.
- 2.5 **Member Organisation** means a sporting organisation that is a member of Pony Club Australia or its Member States in accordance with the provisions of the Pony Club Australia Constitution.
- 2.6 **National Integrity Framework** means the set of “National Integrity Framework” integrity policies produced by Sport Integrity Australia from time to time if and as adopted by Pony Club Australia.
- 2.7 **Pony Club Australia** means Pony Club Australia Ltd
- 2.8 **Participant** means:
 - (a) Riders who are registered with a Pony Club® Organisation or entitled to participate in an Activity;
 - (b) Coaches appointed to train a rider or team in an Activity;
 - (c) Administrators who have a role in the administration or operation of a Pony Club® Organisation, including owners, directors, committee members or other persons;
 - (d) Officials including judges, technical delegates, or other officials appointed by a Pony Club® Organisation or any event, competition, series, club or team sanctioned by a Pony Club® Organisation;
 - (e) Support personnel who are appointed in a professional or voluntary capacity by a Pony Club® Organisation or any competition, series, club or team sanctioned by a Pony Club® Organisation including team managers, agents, selectors, and team staff members; and
 - (f) Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Code of Conduct.
- 2.9 **Prohibited Conduct** means the conduct proscribed at clause 5.1 of this Code of Conduct.



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

- (a) A Pony Club® Organisation;
- (b) An Authorised Provider;
- (c) A team, which means any collection or squad of riders who compete and/or train in Pony Club®; and
- (d) Any other organisation that has agreed to be bound by this Policy.

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

- (a) An individual registered as a member of a Pony Club® Organisation;
- (b) A Participant;
- (c) An employee employed by Pony Club Australia, a Pony Club® Organisation or an Authorised Provider;
- (d) A contractor engaged directly or via an organisation to provide services for or on behalf of Pony Club Australia, a Pony Club® Organisation or an Authorised Provider;
- (e) A volunteer engaged by Pony Club Australia, a Pony Club® Organisation or an Authorised Provider in any capacity who is not otherwise an employee or contractor, including directors and office holders, officials, administrators and team and support personnel; and
- (f) Any other individual who has agreed to be bound by this Policy.

2.12 A reference to **Pony Club®** means collectively Pony Club Australia, Member Organisations and Affiliates.

2.13 **Pony Club® Organisation** means Pony Club Australia and each Member Organisation or Affiliate that has adopted this Policy.

3 JURISDICTION

3.1 To whom the Code of Conduct applies, the Code of Conduct applies to:

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

3.2 When the Code of Conduct applies:

- (a) All Relevant Persons and Relevant Organisations to which this Code of Conduct applies must comply with this Code of Conduct (while they are a Relevant Person or Relevant Organisation):
 - (i) In relation to any dealings they have with Relevant Organisations or their staff, contractors and representatives;
 - (ii) Wherever there is a recognised Pony Club® or Relevant Organisation connection, including participation in Activities and on social media where there is such a connection;
 - (iii) When dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person or Relevant Organisation; and
 - (iv) In relation to their membership or standing as a Relevant Person or Relevant Organisation in general.

3.3 Where there is no direct or indirect link other than the fact that one or more parties are Relevant Persons or Relevant Organisations, interactions (including social media interactions) involving one or more Relevant Persons or Relevant Organisations are not within the scope of this Code of Conduct.

3.4 Where the Relevant Organisation determines, in its absolute discretion, that the alleged Prohibited Conduct would be more appropriately dealt with under a different policy, it may refer the alleged Prohibited Conduct for determination under that other policy. If the alleged Prohibited Conduct may

also constitute Prohibited Conduct under a National Integrity Framework policy, the Relevant Organisation will manage that alleged Prohibited Conduct under that policy unless and until it is determined that the matter should be managed as Prohibited Conduct under this Code of Conduct.

4 EXPECTED BEHAVIOURS

4.1 Relevant Persons and Relevant Organisations must:

- (a) Act and operate within the values, rules and spirit of Pony Club®
- (b) Be ethical, considerate, fair and honest in all dealings with other people and organisations;
- (c) Act with honesty, integrity and objectivity and be accountable for their own behaviour and actions;
- (d) Maintain appropriate, professional relationships with other Relevant Persons at all times;
- (e) Accept and respect the authority of Officials and not use offensive language or behaviour, show unnecessary dissension, displeasure or disapproval towards an Official, whether on or off the field of play;
- (f) Treat all Relevant Organisation representatives and other stakeholders with courtesy, respect, dignity and have proper regard for their rights and obligations;
- (g) Act with care and diligence to safeguard the health and safety of themselves, Relevant Organisation representatives and ensure their decisions and actions contribute to a safe environment and provide a safe environment for the conduct of Activities;
- (h) Not engage in conduct that is defined as Prohibited Conduct under any policy of the Pony Club Australia National Integrity Framework, namely:
 - (i) The National Integrity Framework document;
 - (ii) The Member Protection Policy;
 - (iii) The Child Safeguarding Policy;
 - (iv) The Competition Manipulation and Wagering Policy; and
 - (v) The Improper Use of Drugs and Medicine Policy;

[Prohibited Conduct under the National Integrity Framework includes, without limitation:

- *Abuse, bullying, harassment, sexual misconduct, unlawful discrimination, victimisation or vilification;*
- *Child abuse, grooming, misconduct with a child, failure to comply with child safe practices or with relevant obligations under child protection legislation including obligations relating to reporting, recruitment/screening and working with children checks;*
- *Improper manipulation of the result or course of a Pony Club® activity or betting on a Pony Club® activity;*
- *Inappropriate disclosure of inside information;*
- *Use, possession or trafficking of illegal drugs; and*
- *Non-compliance with certain requirements relating to medications, injections and supplements.*

Relevant Persons and Relevant Organisations should refer to the National Integrity Framework policies for a full list of Prohibited Conduct captured by the National Integrity Framework and detailed descriptions of such Prohibited Conduct.]

- 4.2** Not engage in conduct or commit acts of omission that are in breach of the Pony Club Australia Horse Welfare Policy
- 4.3** Respect and protect confidential information obtained through Activities, whether regarding individuals or organisational information;



- 4.4 Not engage in behaviour that is:
- (a) drunk and disorderly;
 - (b) public or domestic violence;
 - (c) continued or unreasonable disruption of Relevant Organisation representatives performing their duties; or
 - (d) unlawful or unsafe;
- 4.5 Not undertake any behaviour prohibited by a venue's ticketing or entry conditions, at, in or around that venue at which an Activity is taking place;
- 4.6 Not behave in a manner that creates a public nuisance and/or disturbance within or around a venue at which an Activity is taking place;
- 4.7 Comply with all reasonable directions of, and accept all decisions of, Relevant Organisation representatives; and
- 4.8 Not be in the possession or under the influence of an illegal drug, at, in or around a venue at which an Activity is taking place.

5 PROHIBITED CONDUCT

- 5.1 A Relevant Person commits a breach of this Code of Conduct when they:
- (a) Conduct themselves in any manner, or engage in any activity whether before, during or after an Activity that would impair public confidence in the safe and orderly conduct of the Activity;
 - (b) Engage in any conduct or activity including, without limitation, making public comment (including on social media) which:
 - (i) brings a Relevant Organisation, a Relevant Person or Pony Club® into disrepute; or
 - (ii) is or could be harmful to the interests of a Relevant Organisation or Pony Club®;
 - (c) Make improper use of information acquired by virtue of their position in a Relevant Organisation or in any team selected by a Relevant Organisation or their relationship with a Relevant Organisation to gain, directly or indirectly, an advantage for themselves or for any other person or to cause detriment to a Relevant Organisation; or
 - (d) Do not comply with any of clauses 4(i) through 4(n), inclusive.
- 5.2 Conduct that is alleged Prohibited Conduct under the National Integrity Framework will be dealt with in accordance with the National Integrity Framework whether or not it is also prohibited under this Code of Conduct.

6 CONDUCT AND DISCIPLINARY POLICY

- 6.1 Subject to clause 5.2, the Pony Club Australia Conduct and Disciplinary Policy applies to any alleged Prohibited Conduct under this Code of Conduct.



VERSION TABLE

Version	Date	Description of changes
V1.0	JUL 2022	Original version of policy