

## **WIDE BAY COMBINE INC.**

### **CODE OF CONDUCT and CODE OF ETHICS**

Wide Bay Combine Inc. (WBC Inc) exists to promote and foster the advancement of the racing pigeon hobby throughout Australia.

Members of WBC Inc have a responsibility to uphold that aim and are bound by the following CODE OF CONDUCT AND CODE OF ETHICS.

The Codes are designed to help members define and use the sort of behaviour that is appropriate as a member of Wide Bay Combine Inc.

### **CODE OF CONDUCT**

All rules and consequences will evolve from these stated expectations.

The following ten (10) expectations apply to all the Wide Bay Combine Inc. activities.

1. All members of the Wide Bay Combine Inc. club have the right to be treated with respect, honesty and courtesy. All members can expect equitable treatment regardless of race, gender, culture, language disability or any other attribute.
2. All members of the Wide Bay Combine Inc. club have the right to a friendly environment free from violence, prejudice, harassment and all forms of abuse. They can expect disagreements to be settled in a fair, non-violent manner and without the use of threats.
3. All members of the Wide Bay Combine Inc club are expected to personally display and actively encourage positive behaviour and cooperation.
4. It is expected that negative behaviour such as profanity, fighting, bullying, threats, coercion, provocation, theft and vandalism will not be tolerated within our club.
5. It is expected that all communications and interaction between members of the Wide Bay Combine Inc. club will embody the principles of fairness, openness, consistency and respectfulness.
6. All members of the Wide Bay Combine Inc. club are expected to attend meetings, functions, events, working bees, fundraising etc. free from impairment by alcohol or drugs.
7. All members of the Wide Bay Combine Inc. club can expect a safe environment free of any weapons or dangerous objects.
8. All members of the Wide Bay Combine Inc. club are expected to treat Club property and the possessions of all individuals with respect, care and consideration.
9. The members of the Wide Bay Combine Inc. club, specifically the Committee members, are expected to attend meetings regularly and to be punctual.
10. All members of the Wide Bay Combine Inc/ club are expected to know and observe the Clubs Constitution

We recognise the integrity and self-worth of all members of the Wide Bay Combine Inc. club. and understand the necessity to accept responsibility for our own actions. A Code of Conduct helps us all understand the ways in which a positive environment is developed. All the members of the Wide Bay Combine Inc. club have an obligation and responsibility to create and maintain such an environment.

## **Requirements for all Members**

- A. A member shall be diligent in their daily conduct.
- B. Exercise self-discipline
- C. Accept such discipline imposed by the appropriate committees
- D. Attend meetings punctually and regularly
- E. Be courteous to fellow members
- F. Show respect for Clubs property

Our Code of Conduct is intended to reflect a message of respect and common courtesy. A Discipline Policy is designed to create an atmosphere in which all individuals may compete without any interference.

Consequences have been established for those times when the guidelines are not followed. The goal of any consequence is to bring about positive change in behaviour. The link between the consequence and the inappropriate behaviour should be logical and it is hoped that this link is apparent in our ruling. If problems persist intervention may be taken by the Clubs Committee.

## **EXPECTED BEHAVIOR**

It is expected that every person in the Wide Bay Combine Inc. club will be free from harassment by others for any reason, particularly Ethnic and Socioeconomic Differences. Fighting; pushing; and inappropriate language are examples of unacceptable behaviour.

**“TREAT OTHERS AS YOU WOULD LIKE TO BE TREATED”**

## **Reasons for Expected Behaviour**

Every individual should be treated with consideration and respect. We should learn to appreciate and understand the many different persons in our society. A positive and tolerant attitude encourages mutual growth and harmony among all individuals and creates an atmosphere of co-operation and trust in which we may compete. Harassment is a form of discrimination and is against the Law under the Discrimination Act and the Human Rights Act.

## **Appropriate Behaviour**

Participate for the enjoyment of the hobby and be proud of being an WBC Inc member.

Be conscious of the need to improve the advancement of racing pigeons. Listen, ask questions, and watch others to see how you can better yourself in the hobby.

Be a TEAM PLAYER - get along with other members. Appreciate the contribution each person makes to the hobby, however small that contribution may seem to you.

Always be a GOOD SPORT and set a positive example for others.

RESPECT other members and your elected officials. Never do anything that in any way makes another person feel bad.

Learn to lose with dignity and to win with grace.

Do not embarrass yourself and other members by verbally abusing or insulting officials or other members. By showing a positive attitude towards the hobby and all of its participants, everyone will benefit.  
Never criticise an official. Instead, support and help officials to assist them in doing a better or improved job.

When in public or at a public event with your fellow participants, treat others, as you would like to be treated.

Show interest in other members, ask questions and congratulate them on their efforts and achievements.

Support WBC Inc. in your contact with others in the hobby. Remember that WBC Inc. can only be as strong as the collective endeavours of all its members.

Winning is a consideration, but not the only one, nor the most important. Care more about participation than winning. Remember that members are involved in the hobby for fun and enjoyment.

### **Consequences of Misbehaviour**

Inappropriate behaviour will result in disciplinary action; this may include verbal reprimand, written reprimand, suspension or expulsion. For example, persistent harassment of others may lead to suspension; racial slurs may lead to suspension; fighting may result in suspension; defiance of authority and swearing may result in a suspension. Members must realize cheating carries profoundly serious consequences. Suspension or expulsion may be considered in cases of a member being caught cheating.  
Members that use inappropriate language may be ejected from meeting/ functions and may be required to write a public apology to any offended party. Serious or repeated infractions will lead to suspension.

All WBC Inc. members will treat all Club property such as baskets, trailer, vehicle etc. with care. Private property and the property of others will be treated with respect also. In taking care of Club property and the property of others, members display pride in the WBC Inc. They also help to maintain attractive surroundings and useful facilities, which are necessary in keeping the cost of maintenance to a minimum.  
If a member damages Club property, he/she is expected to pay for repair or replacement costs. Intentional damage is a crime and will be dealt with by the Committee.

## **CODE OF ETHICS**

### **Members**

#### **WBC Inc. Committee Members will:**

- Perform their duties with professionalism, integrity, and efficiently represent the views of their representative members.
- Observe fairness and equity in official dealings with other committee members and the general membership.
- Exercise skill, care, and diligence in performing official duties and use an authority in a fair and unbiased manner.
- Avoid situations where personal, financial or other interests, conflict with the member's official, duties.

- Not use or disclose official information, other than for official purposes; and remember, democratic majority decisions of Committee should be supported by all as the majority decision, irrespective of your personal viewpoint.
- Demonstrate loyalty to WBC Inc. and exercise discretion when representing the Club in a public forum.
- Participate in a team-based approach in the exercise of their responsibilities.

**Members will:**

- Conscientiously promote the advancement of racing pigeons by upholding the WBC Inc. Code of Conduct.
- Actively participate in club activities and lend support to others in the hobby.
- Be accountable for their actions and exercise due care and respect when participating in club activities.
- Act honestly and with integrity in their dealings within the 'hobby'.
- Respect the rights of individuals and treat other members courteously.

Where there is disagreement or conflict about aspects of the Codes, the aggrieved member can request clarification or seek changes by writing to the Committee.

**Penalties for Conduct Violations:**

Penalties for "sportsmanship Conduct Violations" will be the decision of the WBC Inc. Committee. Depending on the severity and frequency of the violation, the Committee may take one of the following actions. The Committee will act based on a two-thirds vote of the entire committee.

Procedure to receive complaints of Conduct violations:

**a) Conduct Violations *in the Clubhouse*:**

Any WBC Inc. member in good standing that has witnessed a sportsmanship conduct violation as outlined will report the violation to the Secretary. The Secretary will investigate the complaint and report his or her findings to the President. The Secretary will supply the entire committee with a copy of the complaint, witness names and statements, and a statement from the accused in their defence. The President and the Secretary, in consultation with one another, will recommend the appropriate penalty. The penalty will apply if it reaches a two-thirds vote of the entire committee.

The Secretary will notify the accused of the penalty, verbally at the earliest opportunity followed in writing within 7 days.

**b) Conduct Violations *outside the Clubhouse*:**

Any WBC Inc. member in good standing may report a sportsmanship conduct violation to the Secretary who will investigate the complaint and report his or her findings to the President. If the findings warrant penalty action, the Secretary will initiate action using the same guidelines for complaints of violations in the clubhouse.

**Penalties for a) and b) above:**

- a) 1 week suspension from Racing & the Clubhouse (Warning letter). A repeat violation will receive a greater penalty.)
- b) 4 weeks suspension from Racing & the Clubhouse.

c) Termination of Membership.

Note: Any Member that is serving a suspension will not be permitted to hold WBC Inc. office during the course of the suspension.

## **APPEAL PROCESS**

Procedure for appeal against a decision made by the Committee:

Any application to appeal against a decision of the Committee should be submitted to the Secretary, in writing, within 28 days of notification of the decision. The application should include the grounds for the appeal.

The President, Secretary, Treasurer and Vice President will consider the appeal and either give leave for the appeal to proceed or refuse the application. The applicant will be notified of the outcome in writing and given a date for an appeal meeting, where appropriate.

The Appeal Committee will be chaired by the President, and together with the Secretary, Treasurer and Vice President, will where possible, conduct a meeting with the appellant. The Committee will then make their final decision on the matter.