

CODE OF CONDUCT

Purpose;

Defines the type of behaviour which the SERPC INC. is seeking to promote and encourage its members and supporters to adopt.

Governance;

The Code of Conduct shall govern the conduct of all persons associated with the SERPC INC., and in particular it shall apply to;

1. SERPC INC. members and affiliated club members.
2. Persons acting for and on behalf of the SERPC INC.
3. Persons participating in SERPC INC. organised events.

Key principles;

1. The SERPC INC. will operate in an environment where people show respect for others and their property. Respect is defined as consideration for another's physical and emotional wellbeing and possessions, to ensure no damage or deprivation is caused to either.
2. The SERPC INC. will operate in an environment that is free from harassment. Harassment is defined as any action directed at an individual or group that creates a hostile, intimidatory or offensive environment (refer to the Australian Sports Commission guidelines for Harassment- Free Sport).
3. The SERPC INC. will operate in a non- discriminatory environment.
4. Respect the rights dignity and worth of every human being- within the context of the activity. Treat everyone equally regardless of gender, Ethnic origin or religion.
5. Persons to whom this code applies acknowledge and agree to comply with the disciplinary procedures promulgated by the SERPC INC.
6. If any disciplinary action is taken persons directly affected shall be given the opportunity to participate in those proceedings and the right to appeal against any decision against them.
7. The Chair of any meeting conducted for the South East Racing Pigeon Combine has the authority to issue a warning without consulting its members when a member or visitor's behaviour during the conduct of any such meeting in the Chair's opinion warrants it.

Key Elements;

All persons who are bound by this code will;

1. Act in a manner which is compatible with the interests of the SERPC INC.
2. Accord people involved in the racing / showing of pigeons with the appropriate courtesy, respect and regard for their rights and obligations;
3. Treat people's property with respect and due consideration of its value;
4. Show a positive commitment to SERPC INC. policies rules, procedures guidelines and agreements.
5. Respect the law.
6. Respect the confidentiality of information which they receive in the course of fulfilling their duties.

Unacceptable Behaviour

This list provides examples of behaviour deemed to be unsuitable and not in the best interest of the sport of Pigeon Racing. The list is not finite and will be subject to a test of reasonableness to determine whether or not the behaviour is unacceptable (reasonableness means something a reasonable person would or would not do in any given circumstance).

1. Any form of harassment
2. Excessive use of alcohol acting a way that becomes a public nuisance and creating a public disturbance.
3. Damaging another person's property or depriving them of that property.
4. Statements which are deemed to denigrate the group or the individual.

8. DISCIPLINE

1. Any member of the SERPC INC. who have not acted in the best interest of the SERPC INC. and who has breached any provision of the rules of the SERPC INC. or dissents from a decision of the SERPC INC., may be called to appear before a general meeting of the SERPC INC. to show cause why they should not be suspended or expelled from the SERPC INC..
2. The membership of the SERPC INC. will consider any relevant material or evidence when determining if a breach has occurred and what sanctions are to be imposed if the breach is proved.
3. The standard of proof required in these matters is based on the civil standard (balance of probabilities)
4. If the members of the SERPC INC. decide a breach has occurred, it shall cite the member in to appear before it at the next available meeting, having given the member not less than fourteen (14) days' notice of the meeting.
5. At that meeting, consideration shall be given to all facts available from all parties, and thereafter a decision shall be passed by a simple majority of the SERPC INC. Membership present.
6. In the hearing the tenets of natural justice will be adhered to.
7. Any member found guilty on any matter shall have the right to lodge an appeal for a further hearing. The decision reached in that appeal is final on this matter.
8. In disciplining any member, the SERPC INC. may elect to suspend or disqualify any member from the SERPC INC. or from participating in its activities and/or fine such member in such sum as it may consider appropriate in the circumstances.
9. Any person or persons carrying on any fraudulent practice in any matter connected with the sport of pigeon racing may be fined and/or suspended and/or disqualified from the SERPC INC. for a period nominated by the SERPC INC.
10. Any fine imposed shall be paid within twenty eight (28) days of imposition thereof.
11. All privileges of a fined member will be suspended until payment of the fine has been paid in full.