



SOUTHERN HIGHLANDS RIFLE CLUB Inc.

CODE OF CONDUCT

1 GENERAL CODE OF CONDUCT

Members, administrators, officials, competitors, spectators, service providers and any other person associated with any activity or event held by or sanctioned by the SHRC Inc. MUST:-

- 1.1 Not discriminate against, abuse, harass, ridicule or embarrass anyone covered by the Code of Conduct or otherwise associated SHRC of any other shooting related event conducted by any sanctioned body,
- 1.2 Be fair, considerate and honest in all dealings with others,
- 1.3 Treat all persons with respect, dignity and have proper regard for their rights and obligations,
- 1.4 Respect the privacy of others,
- 1.5 Act at all times in a fair, sporting manner in such a way to ensure good relations within/between participants and other organisations,
- 1.6 Not engage in deliberate distraction or interruption of the competitors during the competition,
- 1.7 Refrain from any form of intimidation or victimisation of others,
- 1.8 Ensure that any junior competitors are accompanied and/or observed during sporting and associated events,
- 1.9 Conduct themselves in a proper manner to the satisfaction of the Captain, Committee and members of the SHRC Inc. so not to bring themselves, SHRC Inc. or the sport of shooting into public disrepute or censure,
- 1.10 Not to use involvement with the SHRC Inc. to promote individual beliefs or practises where these are inconsistent with the general views of other members or the sport of competition shooting,

- 1.11 Not disclose to any unauthorised person or organization information that is of a confidential or privilege nature concerning the SHRC Inc. or any of the members of the SHRC Inc. or teams of individuals connected with the SHRC Inc.
- 1.12 Not make any unauthorised comments or statements to any media source or any person associated with the media in relation to the SHRC Inc., its members or the Southern Highlands Regional shooting Complex Inc. This also includes letters to the editor to give. All correspondence with the media is to be authorized by the Captain or his delegated officials.

2 Administrators Code of Conduct

SHRC Administrators (both volunteer and appointed) MUST:-

- 2.1 Aim to provide and promote an environment free from abuse, discrimination and harassment in relation to employment, functions, events, competitions, membership eligibility and the provision of goods and services,
- 2.2 Distribute and implement this By-Law and promote the use of disciplinary procedure,
- 2.3 Take all reasonable steps to prevent abuse, discrimination and harassment and ensure that this position is widely known through all levels of SHRC activities,
- 2.4 Identify and implement appropriate procedures to administer reported abuse, discrimination and harassment and other complaints,
- 2.5 Respond to complaints in an impartial, sensitive, fair, timely and confidential manner,
- 2.6 Provide all people with an equal opportunity to participate in Club activities,
- 2.7 Ensure that rules, equipment and length of competition are safe and are modified to suit age, ability and maturity levels of competitors,
- 2.8 Ensure that it is made clear to all members that abuse of any form is unacceptable and will result in disciplinary action.
- 2.9 Set an example of appropriate, positive and supportive behaviour towards all SHRC members, and
- 2.10 Respond to Members concerns or allegations of breaches of this By-Law.

3 Competitors Code of Conduct

- 3.1 Act in a sporting manner, having regard to principles of fairness and common courtesy, at all times,
- 3.2 Control their temper. Verbal abuse of officials, sledging of other competitors or deliberately distracting or provoking other competitors is not acceptable or allowed,
- 3.3 Respect the rights, dignity and worth of all participants regardless of their ability, gender or cultural background,
- 3.4 Refrain from making bullying, derogatory or demeaning remarks about other people,
- 3.5 Treat all other competitors as they would like to be treated,
- 3.6 Not discriminate against, abuse or harass anyone else,
- 3.7 Neither argue with any Club Official,
- 3.8 Abide by the rules of competition as determine by the SHRC.

4 Officials Code of Conduct

Officials (both elected and volunteers) of SHRC activities and competitions must:-

- 4.1 Modify rules and regulations to match the skill levels and needs of participants (those with physical disabilities) where appropriate,
- 4.2 Compliment and encourage participants,
- 4.3 Be consistent, unbiased, objective and courteous when making decisions,
- 4.4 Condemn unsporting like behaviour and promote respect for all competitors,
- 4.5 Keep up to date with the latest available resources and information in relation to the sport of competition shooting,
- 4.6 Treat all participants with respect at all times,
- 4.7 Avoid situations that may lead to conflict of interest,
- 4.8 Be alert to any forms of abuse directed towards participants from other sources whilst they are competing, and
- 4.9 Place the safety and welfare of participants above all else.

5 Spectators Code of Conduct

Spectators MUST:-

Remember that people participate in sport for their own enjoyment and benefit, not yours,

- 5.2 Respect the decisions of officials and encourage young people to do the same,
- 5.3 Never ridicule or scold a competitor for making a mistake during a competition,
- 5.4 Condemn the use of violence in any form, whether by spectators, officials or competitors,
- 5.5 Encourage participants to follow the rules and the officials decisions, and
- 5.6 Not to use inappropriate language, sledge or harass competitors, officials or other spectators.

6. Reporting Breaches of Code of Conduct

- 6.1 All breaches of this code should be reported in writing to the Club Secretary, who is responsible for the investigation of the incident, in an impartial and fair manner,
- 6.2 All reports must contain detail information on the incident, including the names of those involved, names of witness, date, time of the incident and what occurred. All member/s reporting such matters will be advised in writing, of the result of any such matter reported.
- 6.3 The Club Secretary will report to the Club's Committee on the matter with recommendations for appropriate action to be taken,
- 6.4 If the breach is found to have occurred, actions that may result include; member spoken to by the Committee, a written warning given to the member, or permanent expulsion from the Club for serious incidents,
- 6.5 The Committee's role in determining the appropriate action in these matters is absolute,
- 6.5 All reports of breaches will remain confidential, with the outcome of the investigation to report back to the reporter as soon as possible.

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