

A FAIR GO AT POULTRY SHOWS AND OTHER EVENTS CONDUCTED UNDER THE AUSPICES OF THE V.P.F.A. LTD

PREAMBLE

Since its inception in 1969, the V.P.F.A. Ltd. has provided a structure whereby people living in Victoria who breed domesticated poultry as a hobby can:

- ✓ learn about the pleasures and benefits of keeping pure-bred poultry as a worthwhile family and individual recreational activity.
- ✓ exhibit their birds under uniform standards, rules and regulations.
- ✓ develop new and worthwhile friendships with like-minded people from all walks of life.

FAIR GO POLICY

The V.P.F.A. Ltd. and its affiliated clubs are committed to providing an environment that is fair, just and safe for all our members and all who participate in any of our activities. The strength and vitality of the V.P.F.A. Ltd. must be preserved for the current membership and future generations by promoting values such as integrity, education in promoting standard bred poultry, service to the V.P.F.A. Ltd. and its affiliated clubs and the promotion of good sportsmanship and lasting friendships.

The V.P.F.A. Ltd. Board of Directors, the Office Bearers of our Affiliated Clubs, our Registered Judges and the many volunteers at Affiliated Club level give generously of their time and talents to ensure the well being of pure bred poultry as a hobby throughout the state. Accordingly, all members of the V.P.F.A. Ltd. are advised of the following expectations of behaviour and social interaction which should, at all times, be the hallmark of responsible V.P.F.A. Ltd. membership.

- Courtesy towards all others at all times.
- No use of foul, insulting, profane or discriminatory language.
- Respect for the decisions made by Judges at shows, bird days etc conducted by our affiliated clubs. There is NO PLACE for insulting or denigrating comments about the decisions of any judge. Judging is always a subjective business. On any particular day the opinion of the appointed judge(s) counts and is final.

All V.P.F.A. Ltd. members, Directors, Office Bearers of Affiliated Clubs and Registered Judges in particular, are reminded that honesty and integrity should always be an

integral part of their behaviour towards all others.

Discrimination

The V.P.F.A. Ltd. is committed to standing against all forms of discrimination. Members are reminded that in Victoria it is against the law to discriminate on the basis of:

- age, career status, family responsibilities, disability or impairment, employment activity, gender identity, industrial activity, lawful sexual activity, marital status, parental status, physical appearance, political opinion or affiliation, trade union membership, employment rights, irrelevant criminal record, irrelevant medical record, pregnancy or breast feeding, race, colour, nationality, descent, ethnicity, religious beliefs or affiliations.

Sexual Harassment

- There is no place whatsoever for any form of Sexual Harassment in our organisation. Sexual harassment is also unlawful and is unwelcome conduct of a sexual nature.
- Sexual Harassment can be physical, verbal or written. It involves behaviour where a reasonable person would be expected to feel offended, humiliated or intimidated.
- Bullying is another all too common aspect of our society that has no place whatsoever in our organisation.
- Bullying is repeated unreasonable behaviour directed towards an individual or a group of members that creates a risk to their health and safety. Stalking and unwelcome repeated communication by mail, email and online through the internet can constitute bullying.

WHAT CAN YOU DO IF THE ACTIONS OF ANOTHER MEMBER IS HAVING A SIGNIFICANT DETRIMENTAL IMPACT ON YOUR ENJOYMENT OF OUR HOBBY?

If you believe you have been discriminated against, harassed or bullied by another member you can do something about it. You can choose any of the following options:

1. Approach the person concerned, yourself, or with others, if you feel comfortable doing this and advise them that their behaviour is unwelcome and unacceptable.

Victorian Poultry Fanciers Association Ltd (V.P.F.A. Ltd.)

2. Discuss your concerns with Office Bearers of the relevant affiliated club or with Board Members of the V.P.F.A. Ltd.
3. If the unwanted activity is illegal or may be illegal, speak to a police officer.
4. Make a formal written complaint to the V.P.F.A. Ltd. Board of Directors. Such a complaint needs to be factual and specific with (if possible) the corroborating written evidence of witnesses.

Reference:

This Policy is part of
Policy No. 1 - Code of Conduct