



Victorian Poultry Fanciers Association Ltd.

Trading As

Poultry Stud Breeders & Exhibitors Victoria

ACN: 099 521 847

Chairman: Tony Mann PO Box 310 Ballan 3342
Secretary: James Bishop PO Box 226 Trentham 3458
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April 24 2017

STATEMENT FROM THE BOARD OF DIRECTORS

RE: SUSPENSION OF LACHLAN MACDONALD AND SUBSEQUENT HEARING.

This matter is covered primarily by Rule 85 of the VPFA which states:

"If any case occurs which is not, or which is alleged not to be provided for by the Rules, it shall be determined by the Board of the V.P.F.A. Ltd. in such manner as it deems fit, and its decision shall be final."

As well, Rule 75.f states *"Whenever the said Board has occasion to come to a decision, whether by enquiry or direct action or in consideration of an appeal, the said Board shall have power to draw inferences of fact, or to rely upon affidavits or statutory declarations or viva voce evidence or in any way it may think fit, either in the presence or absence of the person or persons considered by the said Board to be concerned, and to give judgement or decision and make such order as in its opinion the justice of the case requires."*

With the above rules and responsibilities clearly in mind, the 2017 VPFA Board has taken into account expert legal advice, correspondence and submissions received, the withdrawal of one complaint, as well as evidence tendered in the process of the conduct of a hearing.

The decision of the 2017 Board is in five parts as follows:

1. A **Code of Conduct Policy** binding on all VPFA Members is adopted and effective immediately.

The code is attached to this email and on the VPFA website. Go to Membership Details.

2. A **Social Media Policy** binding on all VPFA members is adopted and effective immediately.

The policy is attached to this email and on the VPFA website. Go to Membership Details.

3. A Policy entitled **"A Fair go for All"** which covers general behaviour and more specifically discrimination, bullying and harassment is adopted and effective immediately. The policy is attached to this email and on the VPFA website. Go to Membership Details.

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4. A **Formal Process** for dealing with any future allegations of bullying and harassment is adopted and effective immediately.

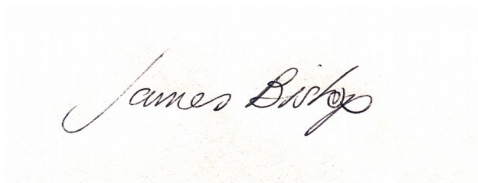
The Process is attached to this email and on the VPFA website. Go to Membership Details

5. The suspension of Lachlan Macdonald (Exhibiting as Macdonald Family VPFA No 3122) is revoked with immediate effect as of 19/04/2017.

For the good of the hobby we all love, the 2017 Board urges all members to carefully read the policy documents and abide by them. Mr Lachlan Macdonald has read the four documents and has assured the Board he supports their entire contents.

VPFA Members are respectfully reminded that the above 5 decisions are final and binding (See Rules 85 and 87).

This matter is now finalised and closed.

A handwritten signature in cursive script, reading "James Bishop", written in dark ink on a light-colored, textured background.

James Bishop
VPFA Company Secretary