

## General Code of Conduct

All Members and non members must meet the following requirements in regard to their conduct and behaviour during Shows and Events conducted by the V.P.F.A. Ltd. or its affiliated Clubs, or at other Shows and activities where they attend and participate as members of the V.P.F.A. Ltd., or whilst holding a position of Board Director of the V.P.F.A. Ltd.

- Respect the rights, dignity and worth of others.
- Be fair, considerate and honest in all dealings with others.
- Be professional in and accept responsibility for your actions.
- Be aware of and maintain the rules and regulations of the V.P.F.A. Ltd. and operate within those Rules.
- Preserve and protect the standing and reputation of the V.P.F.A. Ltd.
- Avoid any conduct using privileged information to gain a personal or commercial advantage.
- Never use your position or role for personal gain, to avoid your responsibility or to unjustly prevent an individual from exercising their rights.
- Be aware of your legal responsibility and the legal rights of others.
- Do not use your involvement with the V.P.F.A. Ltd. to promote your own beliefs, behaviours and practices where these are inconsistent with those of the V.P.F.A. Ltd.
- Be a positive role model and demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age as your words and actions are examples.
- Ensure interaction with persons under the age of 18 years is appropriate and that unaccompanied and unobserved activities are avoided wherever practical.
- Be familiar with and uphold the V.P.F.A. Ltd. Child Safety Policy.
- Refrain from any form of harassment or intimidation of others.
- Refrain from using any behaviour that may bring the V.P.F.A. Ltd. into disrepute.
- Provide a safe environment for the conduct of the activity.
- Show concern and caution towards others who may be sick or injured.
- At all times abide by the Codes of Practice for the Welfare of Animals, pertaining to poultry.
- Understand the repercussions if you breach the Code of Conduct

## Code of Conduct for Exhibitors at Shows

In addition to the V.P.F.A. Ltd. General Code of Conduct, the following requirements must be met by exhibitors during any show/activity held or sanctioned by the V.P.F.A. Ltd.

- Respect the rights, dignity and worth of fellow exhibitors, judges, stewards, officials, volunteers and spectators.
- Do not tolerate **acts of aggression** whether physical or verbal.
- Respect the talent, potential and development of fellow competitors.
- Conduct yourself in a professional manner relating to language, temper and punctuality, be courteous and kind and set a good example in dress and behaviour.
- Maintain high personal behaviour standards at all times.
- Abide by the rules and respect the decisions of officials, making any appeals through the formal process and respecting the final decision.

Bullying is an issue in many social activities today.

The V.P.F.A. Ltd. wants members, organisers and officials to know that bullying is not acceptable at any V.P.F.A. Ltd. event.

The V.P.F.A. Ltd. recognises that bullying is unacceptable and has put together a clear process on dealing with bullying.

Bullying is any inappropriate behaviour using force or power. Bullying undermines another person's self esteem and confidence. Reports of bullying will be handled promptly and confidentially.

We need the knowledge & experience of our volunteers. We cannot afford to lose good people through bad behaviour.

Every official, exhibitor and volunteer has the right to be treated with dignity and respect and the V.P.F.A. Ltd. has the responsibility to ensure that this occurs at all V.P.F.A. Ltd. Affiliated shows and activities.

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

The V.P.F.A. Ltd. can only take appropriate action if the intimidation is reported. Any person who feels they have been intimidated should put it in writing to the V.P.F.A. Ltd.

In Criminal Law any threatening behaviour, intimidation or bullying is assault.