

CODE OF CONDUCT

This code of conduct sets out the behaviours that are expected of Sports Carnival participants and what they can expect.

This code may apply in addition to any code or other disciplinary requirements of the persons employer or sport governing body.

1. This code applies to

- a. members of the company
- b. all persons competing in the event
- c. spectators at the event
- d. all persons attending any gathering associated with the event
- e. all officials involved in the event including umpires and referees
- f. the organising committee and company board members

2. Persons involved in the event have a right to:

- a. Be treated fairly, equally and with respect by the company, its board, the organising committee, and any other persons involved in the event.
- b. Socialise in an environment free from all forms of harassment and discrimination.
- c. Privacy and confidentiality concerning records, documentation and any other communication containing a member's personal information, unless consent is otherwise provided.
- d. Be informed and actively involved in all events and offerings.
- e. Voice their opinions, requirements and suggestions to the organising committee or company.

3. Persons involved in the event will

- a. Treat other persons, guests, staff of venues and other patrons (where functions are being held) fairly, equally and with respect and courtesy.
- b. Behave responsibly and ensure they conduct themselves in a manner which will not injure the reputation of the company, its events, organisers, participants or sponsors.
- c. Not physically or verbally harass others.
- d. Report any inappropriate behaviour to the Committee for action and follow up.
- e. Abide by this Code of Conduct and uphold the Constitution
- f. Pay any fees in relation to an event, or offering (e.g. tickets or memberships) which they have committed.
- g. Notify the company secretary of any changes to address, details of dependants, or next of kin for emergency contact.

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4. Breaches of this Code of Conduct:

- a. Any person not behaving in accordance with the terms of the Code of Conduct at an event or gathering may be asked to leave and will not be entitled to a refund of any monies paid.
- b. Inappropriate behaviour of any person will be investigated, and appropriate course of action will be taken by the organising committee. This may include reprimand or suspension.
- c. The organising committee may refer a breach of the Code of Conduct to the company to consider action under clause 17 of the constitution. This may result in the board resolving to expel a member.

5. Words in the Code of Conduct have the following meaning

- **Company** means Eighty O Inter-Office Sporting Carnival 1949 Ltd
- **Event** means any event organised by the company or organising committee and includes the sport and social programs.
- **Person** means a person described in clause 1 of this code
- **Venue** means any venue in which functions, programs or competitions is being or was held during the event.

Version History

Version 1	Endorsed by board	4 May 2022