



1 THE AUSTRALIAN APPALOOSA ASSOCIATION MISSION STATEMENT

- *To record and preserve pedigrees of the Australian Appaloosa while maintaining the integrity of the breed*
- *Provide services for the benefit of its members which encourage Appaloosa ownership and participation;*
- *Foster growth and membership in the Australian Appaloosa Association Ltd through promotion, recognition, advertisement and publicity of the Appaloosa;*
- *Charter a regional and national network of clubs or associations and provide support and assistance to them in their efforts to promote the Appaloosa breed.*

2 PURPOSE OF OUR POLICY

The main objective of this policy is to maintain responsible behaviour and ethical and informed decision-making by participants and members in this Association. This policy outlines our commitment to a person's right to be treated with respect and dignity, and to be safe and protected from abuse. Our policy informs everyone involved in our Association of responsibilities and the standards of behaviour that are required. It also covers the care and protection of children participating in our Association's activities.

3 WHO OUR POLICY APPLIES TO

Our policy applies to all stakeholders involved in the Association including Directors, Affiliates, Staff, Members, Competitors, Trainers, Officials, volunteers, parents and spectators.

4 EXTENT OF OUR POLICY

Our policy covers breaches of our codes of behavior and inappropriate behaviour that occurs at any event approved by the AAA Ltd which would include but is not limited to Shows, Clinics, Meetings, sanctioned Social events, Team trips and any behaviour that brings or is likely to bring our Association into disrepute.

5 ASSOCIATION RESPONSIBILITIES

We will:

- implement and comply with our policy
- promote our policy to everyone involved in our Association
- promote and model appropriate standards of behaviour at all times

6 INDIVIDUAL RESPONSIBILITIES

Everyone associated with our Association must:

- comply with the standards of behaviour outlined in our policy
- treat others with respect
- always place the safety and welfare of children above other considerations
- be responsible and accountable for their behaviour
- follow the guidelines outlined in this policy if they wish to make a complaint or report a concern about possible child abuse, discrimination, harassment or other inappropriate behaviour.

7 PROTECTION OF CHILDREN

Child abuse involves conduct which puts children at risk of harm and takes a number of different forms, including:

- physical abuse (e.g., deliberately hurting [hitting, punching], providing alcohol or drugs,
- sexual abuse (e.g., sexual acts or threats, inappropriate touching or conversations)
- emotional abuse (e.g., ill-treating by threats, humiliation or intimidation)
- neglect (e.g., not providing child with basic necessities [food, drink, clothing], failing to protect a child from foreseeable risk of harm or injury).

Abuse is against the law. We will take measures to protect children involved in our Association from harm. We will do this by:

- responding to all reports of abuse promptly, seriously and confidentially
- promoting and enforcing our codes of behaviour, particularly for roles associated with children
- making information about child protection available, particularly for roles associated with children
- adopting practices that provide the maximum opportunity for a child-safe environment.

Anyone who reasonably suspects that a child has been or is being abused must report their concerns to the police or relevant government agency.

Supervision

All youth competing or taking part in an AAA Ltd approved event, must have written permission from their parent/guardian to be at that event as a contestant or participant and in the case of a contest, the parent/guardian must also sign the entry form. All youth competing or taking part in an AAA Ltd approved event, must be in the care of a responsible adult who is in attendance for the duration of that event, whilst the youth is in attendance at that event.

Images of children

Images of children can be used inappropriately or illegally so therefore our Association requires that parental permission must be gained before using a picture of their child for commercial or public display.

8 ANTI-HARASSMENT, DISCRIMINATION AND BULLYING

Our Association opposes all forms of harassment, discrimination and bullying. This includes treating or proposing to treat someone less favourably because of a particular characteristic; imposing or intending to impose an unreasonable requirement, condition or practice which has an

unequal or disproportionate effect on people with a particular characteristic; or any behaviour that is offensive, abusive, belittling, intimidating or threatening.

Some forms of harassment, discrimination and bullying are against the law and are based on particular characteristics such as age, disability, gender, sexual orientation, pregnancy, political or religious beliefs, race and marital status.

Our Association takes all claims of harassment, discrimination, bullying and cyber bullying seriously.

9 COMPETITOR CODES OF BEHAVIOUR

Competitors/participants are to conduct themselves in a professional manner and act with integrity in all dealings with the AAA Ltd and/or Affiliates and other competitors. To uphold the rules and regulations of the Affiliates and the Association at all times. Competitors/participants are to demonstrate good sportsmanship at all times, showing respect for your fellow competitors and officials, following the rules and to treat people the way you yourself wish to be treated.

10 ANIMAL WELFARE

Competitor's/participants at any event run by the Association or one of its Affiliates, have a responsibility to ensure the welfare of their horses and at all times to treat their horses humanely and with dignity, respect and compassion.

11 ALCOHOL

No alcohol is allowed in, or can be consumed in the marshalling areas, working arenas or show pen or contest areas of an approved Association Show.

12 RESPONDING TO COMPLAINTS

Our Association takes all complaints seriously. Our Association will handle complaints based on the following principles of procedural fairness (natural justice):

- All complaints will be heard.
- Both the person making the complaint (complainant) and the person the complaint is against (respondent) will be given full details of what is being said against them and have the opportunity to respond (give their side of the story).
- Irrelevant matters will not be taken into account.
- Decisions will be unbiased and fair.
- Any penalties imposed will be fair and reasonable.

If the complaint relates to suspected child abuse, sexual assault or other criminal activity, then our Association will report the behaviour to the police.

13 SOCIAL MEDIA

All stakeholders of our Association must:

- comply with the standards of behaviour outlined in our policy
- treat others with respect
- always place the safety and welfare of children above other considerations
- be responsible and accountable for their behaviour
- follow the guidelines outlined in this policy.
- Must not bring the Association into disrepute.

Disciplinary measures

Our Association will take disciplinary action against anyone found to have breached our policy or having made false and malicious allegations.

All disciplinary action will be in accordance with our Rules & Regulations and Constitution.