



WEDU COMMITTEE CODE OF CONDUCT

Membership of the WEDU Committee is an important role and brings with it key responsibilities and obligations.

One of the most important responsibilities is to be aware that as the first managing Committee we are defining and creating the best possible culture for WEDU with dignity, respect and kindness as foundational principles.

WEDU Mission

Our Mission is to

- Promote the sport of Working Equitation in Australia through educational initiatives and the organisation of Working Equitation competitions throughout Australia.
- Grow participation and passion for the sport while upholding the integrity of the game
- To be member led, democratic and inclusive, welcoming all horses and riders at all levels and from all differing riding backgrounds.
- Continuously evolve and develop the WEDU Rulebook to help our members reach their goals by providing a clear and logical pathway through the levels.

WEDU Vision

Our Vision for the future is to:

- Provide opportunities to participate, learn and progress in a positive and encouraging environment, by organising relevant education programs and competition days that will enhance and grow our sport in Australia.
- Be adaptable and flexible to grow with the needs of our riders, whilst preserving and promoting classical training and horsemanship practices, together with the working cattle traditions of Australia.

Core Values

Our Core Values are:

- **Equine Welfare:** Accepting our responsibility to our equine partners as a privilege, we believe that safeguarding the welfare of the horse is paramount.
- **Respect:** For each other, for the safety of ourselves and our horses, and for the health of the environment in which we all live and work.
- **Inclusivity:** Working together, we provide a meaningful equestrian experience for all of our members, from grassroots participation through to elite performers.
- **Excellence:** We reflect the highest aspirations of our members and inspire and empower them to reach their full potential through outstanding performance.



COMMITTEE MEETINGS:

Members Are Expected To:

- Always act in a professional manner
- Participate actively with other Committee members
- Attend Committee meetings or forward their apology prior to the meeting
- Treat all people associated with the organisation, including WEDU members, volunteers, judges and other Committee Members with respect
- Make decisions based on what is best for the association and the sport of Working Equitation, not for individual interest or gain
- Prepare for all Committee meetings by reading and considering the agenda items, papers circulated and other relevant documents
- Declare any Conflicts of Interest and act to ensure that these conflicts do not pose a risk to the organisation
- Be open to feedback from members and respond appropriately and with respect
- Make points succinctly and clearly
- Give advice or personal suggestions privately

In short:

- Always act in a professional manner
- Treat all people associated with the organisation with respect



PROFESSIONAL BEHAVIOUR

Members of the WEDU Committee are expected to behave professionally at all times. Major aspects of professional behaviour are:

- Treat all people associated with the organisation, including WEDU members, volunteers, judges and other Committee Members with respect
- At no time to use abusive, bullying, humiliating, or intimidating behaviour
- Condemn the use of violence or abuse in any form, whether it involves horses, riders, or any person
- Express and accept opinions with respect and courtesy
- Ensure that any differences of opinion will not be evident outside of the Committee. The aim of any Committee discussion is always to promote and improve the sport of Working Equitation – this is what should be communicated to the public, not the internal workings of the Committee

Any breach of this expected behaviour may result in a penalty as described at the end of this document.

In short:

- Treat all people with respect
- Ensure that any differences of opinion will not be evident outside of the Committee

BULLYING

Bullying is defined as unwelcome or unreasonable behaviour that demeans, intimidates, humiliates, or sabotages the work of people

Examples of bullying behaviours include, but are not limited to, verbal bullying (e.g., threatening, slandering, ridiculing, or maligning a person; making abusive or offensive remarks), physical bullying (e.g., pushing, poking, assaulting, threatening assault, gesture bullying (e.g., nonverbal threatening gestures), or sabotaging an individual's work.

Any member of the Committee that is found to be bullying will be subject to Disciplinary Procedure and appropriate penalty.



COMPLAINTS PROCEDURE

When a complaint is made there are certain procedures that must be followed.

- If the complaint is made from an affiliated club member, first ascertain that the club has made every effort to handle the issue.
- If the issue has been escalated, the complainant must fill out an Investigation Request Form, bearing in mind that the first question asked of them will be “What steps have they taken to resolve the issue with the other party”.
- If the complaint comes from another source other than through an affiliated club then a completed IRF must be presented.

Investigation Procedure

1. Upon receipt of an Investigation Request Form the Committee will have 7 days to reply and begin proceedings.
2. The Committee shall assign the responsibility of Investigation to Committee members.
3. These members shall immediately begin to investigate the incident, contacting witnesses and asking for their input, in writing, to share with the full Committee within four weeks of the date the Investigation Request Form was initially received by the full Committee
4. The Committee will meet to weigh the evidence and make a determination about the incident.
5. All relevant parties will be informed immediately the decision has been made.

(For full procedural details please see the document “Investigation Request Procedure”).

Anonymous complaints will not be accepted, noting that the name of any complainant will be kept confidential.

Anyone who makes a complaint or who participates in good faith in any investigation must not suffer any form of retaliation or victimisation as a result.

Any WEDU member found to have retaliated against or victimised someone in this way will be subject to disciplinary action under the WEDU Disciplinary Procedure.



DISCIPLINARY PROCEDURE AND PENALTIES

WEDU has the power to apply penalties to members who breach any of the above responsibilities:

These include:

- an informal caution
- a formal note of reprimand
- suspension of Committee membership (for a period of time)
- suspension of eligibility to compete (for a period of time)
- suspension of eligibility to participate in WEDU events (for a period of time)

or in extreme cases,

- permanent loss of membership/competition privileges