

Moorabbin Obedience Dog Club

Code of Conduct

Moorabbin Obedience Dog Club expects all members to respect each other as we work, train and socialise at the Club.

The Code of Conduct outlines the behavioural standards members should demonstrate towards each other as we work together.

We are committed to the safety and wellbeing of people and their dogs and aim to foster an environment which supports encouragement of others and enjoyment of others' success.

The Club is run and managed by members, all of whom are volunteers and should be treated with respect.

The Club endeavours to provide an enriching training environment for all members and their dogs that is free of discrimination, harassment and bullying.

Members are bound by the Moorabbin Obedience Dog Club Incorporated Rules (The Rules).

All Members

- The Club expects that all members and visitors will conduct themselves in a responsible manner when attending the Club.
- Club members and visitors will always act in a way which will make training and other activities a friendly, welcoming and a safe environment for everyone to enjoy.
- Club members and visitors will conduct themselves by displaying good manners and showing respect to all members including instructors and office bearers.
- Members are expected to comply with club policies, signage and directions.
- The Club will not tolerate abusive (physical or verbal), aggressive behavior, discrimination, harassment or bullying towards any members, instructors or committee members.
 - Harassment may be defined as causing alarm, distress or anxiety, physical violence, threats, offensive language or verbal abuse. Bullying is repeated, unreasonable behavior directed towards and individual or group of individuals that creates a risk to health and safety.
- Members who are on Committee or Sub-Committee(s) should not make improper use of their position for any personal gain, by seeking or promoting themselves or any other person.
- No member should disadvantage any other member.
- All club members' dogs are to be treated with respect.
- Members must not approach, pat, feed or interfere with any dog that is tethered or crated.

- Members are responsible for the actions of their dogs.
- Dogs should remain on lead at all times unless directed otherwise by their instructor.
- Members will clean up after their dogs.

Incidents that take place while members are training at the Club (eg dog attack on either another dog or handler) should be reported by completing an Incident Report Form (available from the Office). The completed form is to be left at the Office for Panel. The incident report will then be handled by the Panel.

All other complaints or grievances should be made in writing addressed to the Secretary of the Club and handed into the Office. Section 11 of The Rules (see Appendix 1)

Social Media

Social media is defined as the social interaction among people in which they create, share or exchange information and ideas in virtual communities and networks. Social media may include but is not limited to: magazines, internet forums, weblogs, social blogs etc

- The Club expects members to be respectful and not post malicious, offensive, abusive, critical, misleading, or unfair content on the Club's website or Facebook pages.

Failure to comply with the Club's Code of Conduct can lead to the discipline, suspension and/or expulsion of a member. - Section 10 of The Rules

Appendix 1

Extract from the Moorabbin Obedience Dog Club Incorporated Rules - Section 11

1. Disputes And Mediation

(1) The grievance procedure set out in this Rule applies to disputes under these Rules between:

- (a) a member and another member, or
- (b) a member and the Association.

(2) The parties to the dispute must meet and discuss the matter in dispute and, if possible, resolve the dispute within 14 days after the dispute comes to the attention of all the parties.

(3) If the parties are unable to resolve the dispute at the meeting, or if a party fails to attend that meeting, then the parties must, within 10 days, hold a meeting in the presence of a mediator.

(4) The mediator must be:

- (a) a person chosen by agreement between the parties, or
- (b) in the absence of agreement-
 - (i) in the case of a dispute between a member and another member, a person appointed by the Committee of the Association, or
 - (ii) in the case of a dispute between a member and the Association, a person who is a mediator appointed or employed by the Dispute Settlement Centre of Victoria (Department of Justice).

(5) A member of the Association can be a mediator.

(6) The mediator cannot be a member who is a party to the dispute.

(7) The parties to the dispute must, in good faith, attempt to settle the dispute by mediation.

(8) The mediator, in conducting the mediation, must-

- (a) give the parties to the mediation process every opportunity to be heard; and
- (b) allow due consideration by all parties of any written statement submitted by any party; and

(c) ensure that natural justice is accorded to the parties to the dispute throughout the mediation process.

(9) The mediator must not determine the dispute.

(10) If the mediation process does not result in the dispute being resolved, the parties may seek to resolve the dispute in accordance with the Act otherwise at law.