



CODE OF CONDUCT

The objectives of the Horse Riding Clubs Association of Victoria (HRCav) , apart from overseeing the overall interests of its members, are summarised as follows:

- To promote interest in equestrian sports.
- To promote good fellowship among those interested in equestrian sports.
- To educate, train, coach and encourage Members of the Association.
- To do all such things and acts conducive to the furtherance of the objects and interests of the Association.

All HRCav Administrators (Staff, Executive and Sub-Committee Members), Member Clubs, Club Member's, Officials, Competitors, Coaches, Third Party contractors, and member of the community involved within the HRCav including at Club sanctioned events and activities are required to comply with the HRCav Member Protection Policy and this Code of Conduct.

The following requirements are to be met regarding their conduct and behavior in any way relating to the HRCav:

- The wellbeing of the horse shall be above the demands of owners, riders, organisers, sponsors or officials.
- Respect the rights, dignity and worth of all people involved in the HRCav (including all competitors, officials, administrators, the clubs and the broader community) regardless of gender, ability, sexual orientation, age, cultural background or religion.
- Inclusion of every person regardless of their race, culture or religion.
- Provide a safe and inclusive environment for all, free from violent and abusive behaviour including via the use of social media.
- Refrain from any form of harassment including sexual harassment, bullying, abuse, violence, intimidation or vilification of others.
- Provide opportunities for people of all abilities to participate in the sport and develop to their full potential.
- Act honestly, in good faith, and in the best interests of the Association in exercising their duties.
- Be professional in, and accept responsibility for, your actions.
- Be aware of, and comply with HRCav, policies, rules, and guidelines.
- Comply with the spirit intended by this Code of Conduct and the Policies as set from time to time by the HRCav.
- Comply with all relevant Australian laws (Federal and State), including anti-discrimination, occupational health and safety and child protection laws.



HORSE RIDING CLUBS ASSOCIATION OF VICTORIA

OFFICIAL POLICY

When performing roles in the management of the HRCav Administrators are required to:

- Perform their duties impartially.
- Exercise a duty of care and diligence in fulfilling their duties.
- Recognise that their primary responsibility is to the Association members as a whole but, where appropriate; consider the interests of all stakeholders.
- Ensure that they do not gain, directly or indirectly, any advantage to themselves or any person by using information acquired in their role.
- Ensure that they do not harm or disadvantage the Association by using any information acquired in their role.
- Ensure that personal interests, or the interests of any associated persons or sectional interests, do not conflict with the interest of the Association.
- Present a positive image of HRCav and not engage in conduct likely to bring discredit upon the Association.
- Listen to and respect the opinions of fellow administrators.
- Discuss issues in a co-operative manner.
- Base their decisions on evidence, not allowing their personal views to influence their judgment, taking all reasonable steps to ensure the soundness of decisions.

BREACHES OF CODE OF CONDUCT

The HRCav Committee may impose sanctions where they are satisfied that there is proof that a breach of the Code of Conduct has occurred. Breaches of the Code of Conduct shall be dealt with as described in the Disciplinary Rules.

VERSION CONTROL

Version	Effective Date	Endorsed Date	Endorsed By	Next Review Date
2	May 25	2/5/25	HRCav Executive	May 2026