



Queensland Greyhound Breeders Owners Trainers Association

Website: qgbota.com.au

Code of Conduct

As a member of the QGBOTA you are reminded that as an Association registered with the Queensland Office of Fair Trading we must abide by the State “Safe Workplace” laws which include Workplace bullying and harassment.

These state requirements apply when discussing matters either written or verbal between

1. Members of the QGBOTA or persons external to the QGBOTA.
2. Members of the QGBOTA management committee.
3. Representing the QGBOTA to external entities such as, but not limited to, controlling bodies, Racing Queensland (RQ) or the Queensland Racing Integrity Commission (QRIC).

This may be specified when someone repeatedly does or says something to you, or you do to another, that:

- (i) Creates a risk to your health and safety at work,
- (ii) Is repeated, and
- (iii) Is unreasonable and would victimize, humiliate, intimidate or threaten most people, if it happened to them.

Examples are listed as

1. Abusive or offensive language or comments
2. Aggressive and intimidating behavior
3. Belittling or humiliating comments
4. Practical jokes or initiation
5. Unjustified criticism or complains and unsubstantiated accusations.

QGBOTA Constitution – FUNCTIONS OF THE MANAGEMENT COMMITTEE

14.1.b Shall have authority to interpret the meaning of these Rules and any matter relating to the Association on which these Rules are silent

14.2 The Management Committee may exercise all the powers of the Association

The management committee may invoke the following action, or any other action as the committee sees fit.

QGBOTA Constitution - TERMINATION OF MEMBERSHIP

8. (1) A member may resign from the Association at any time by giving notice in writing to the secretary. Such resignation shall take effect at the time such notice is received by the secretary unless a later date is specified in the notice when it shall take effect on the later date.

(2) If a member

- (i) Is convicted of an indictable offence; or
- (ii) Fails to comply with any of the provisions of these Rules; or
- (iii) Has membership fees in arrears for a period of two months or more; or
- (iv) Conducts himself in a manner considered to be injurious or prejudicial to the character or interests of the Association;

The Management Committee shall consider whether his membership shall be terminated.

(3) The member concerned shall be given a full and fair opportunity of presenting his case and if the Management Committee resolves to terminate his membership it shall instruct the secretary to advise the member in writing accordingly.

You are reminded of these points to assist in the key Constitutional point 2(a)

OBJECTS

2. The objects for which the Association is established subject to the provisions of the "Association Incorporation Act 1981" are contained in the following sub-clauses and in the Constitution of such sub-clauses the expression greyhound racing shall include any form of dog racing or dog running whether such racing or running is with mechanical hare or drag lure.

- (a) To do whatever may be deemed expedient or necessary to encourage and foster greyhound racing.
- (b) To repress put down control and guard against and do whatever may be deemed expedient or necessary to repress put down control and guard against any abuse of greyhound racing or any unfair unbecoming or dishonest practices action or conduct arising out of or connected with the conduct arrangement or carrying out of greyhound racing.

EXTERNAL COMMUNICATIONS FROM QGBOTA REPRESENTATIVES

It is the sole responsibility of the QGBOTA president to contact, and give permission to contact, the controlling bodies of Queensland Greyhound Racing. Those controlling bodies include Greyhounds Australasia (GA), Racing Queensland (RQ) and the Queensland Racing Integrity Commission (QRIC). Unless of an individual personal nature. The President may delegate this authority to the Vice President.

All communications must be lodged with the Secretary as part of the "incoming/outgoing correspondence" in accordance with Assoc. Inc. Act 1981 69A, 1, c *Functions of secretary, keeping copies of all correspondence and other documents relating to the association.*

YOUR AGREEMENT

As part of your membership with the QGBOTA you agree to abide by this code of conduct.

BREACHES OF THIS CODE OF CONDUCT

If a member believes that this code of conduct has been breached in any way, that member must provide written, recorded or photographic evidence to the committee with full details as soon as possible.

The committee will evaluate the presented evidence to hold an internal enquiry at its earliest convenience. This may require additional information to be lodged if requested. If either party is a committee member, they must be excluded from the internal enquiry. The outcome of this enquiry will be documented and final in all decisions.

Unsubstantiated claims may be deemed as a breach of this code of conduct.

THIS DOCUMENT TO UPDATED AS NECESSARY

The management committee reserves the right to update this policy as it sees fit under the constitution 14.2

