



## Code of Conduct

The intent of this code of conduct is to clarify what the expectations are of SAAMBR members and its visitors, what is and what is not acceptable whilst attending SAAMBR in any of its forms and as listed herein. The aim of the committee through the code of conduct is to help create and nurture a lasting, positive and family friendly culture throughout and for the betterment of the club.

### **All members have a right to:**

- Be treated fairly, equally and with respect.
- Socialise in an environment free from all forms of harassment and discrimination.
- Be informed and actively involved in all club events and its offerings.
- Voice your opinions, requirements and suggestions to the Committee.

### **Members must:**

- Treat other members, guests, staff of venues and other patrons (where a social club function or meeting is being held) fairly, equally and with respect and courtesy.
- Behave responsibly.
- Not physically or verbally harass others.
- Not Sexually harass others.
- Report any inappropriate behaviour of a member to the Committee for action and follow up.
- Uphold the Constitution and club by-laws of SAAMBR.
- Abide by this Code of Conduct both in person and online, including social media platforms.
- Not intentionally undermine the operations of SAAMBR either from within the membership or whilst attending external events relating to our hobby.



**Breaches of this Code of Conduct:**

- Any member not behaving in accordance with the terms of the Code of Conduct at a SAAMBR flying field or event, may be asked to leave.
- The inappropriate behaviour of any members will be referred to the Management Committee as stated in the SAAMBR constitution and its by-laws for further consideration that may result in consequences.

**Definitions:** As defined by the Work Health Safety (WHS) Act 2011(Qld) for the purpose of this Code of Conduct, the workplace is any place SAAMBR members meet.

Workplace bullying (repeated and unreasonable behaviour directed towards a member or a group of members that creates a risk to health and safety)

Harassment (unwelcome behaviour that intimidates, offends or humiliates a person because of a particular personal characteristic such as age, race, gender, disability, religion or sexuality)

Sexual harassment. Sexual harassment is defined in the Sex Discrimination Act 1984 as any unwelcome sexual advance, unwelcome request for sexual favours or other unwelcome conduct of a sexual nature, in circumstances where a reasonable person, having regard to all the circumstances, would anticipate the possibility that the person harassed would be offended, humiliated or intimidated.