



Capricornia Budgerigar Society Inc.

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CODE OF CONDUCT

This document is a guide to members of the CBS Inc., which summarises CBS Inc's expectations of its members and guests at Club functions. Guests include our family, friends, and visitors.

The CBS Inc **Code of Conduct** has been developed to ensure a safe, friendly and respectful place for members and our guests to gather in the spirit of cooperation, relaxation, good will, fun and friendly competition.

The CBS Inc **Code of Conduct** differs from rules in that it provides guidance on what is acceptable behaviour. It is by no means a comprehensive guide, and members and our guests should demonstrate appropriately acceptable behaviour, within the context of our society and applicable law, when situations arise that are not referred to below.

CBS Inc Code Of Conduct.

All members and our guests are expected to conduct themselves in a manner that:

- 1. Creates an environment and culture that is reflective of the personal integrity and respect consistent with the wider community where it is expected that we will conduct ourselves with honesty, integrity and good sportsmanship. This same integrity, honesty and good will is expected at all times whether at a Show, Meeting or Club social function.***
- 2. Does not denigrate the CBS Inc in any way, shape or form either in person, through the media or through any form of social media< is free of discrimination or any form of harassing behaviour including personal, sexual, racial, religious or other forms of harassment.***
- 3. Acknowledges the CBS Inc as a family friendly environment and, therefore, refrains from using obscenities and loud boisterous behaviour inappropriate for children and respectable taste.***
- 4. Observes appropriate social etiquette at all times when representing the Club at any event.***

5. ***Understands that the Club's Committee is responsible for instructing members in the performance of their duties at Club events and shows.***
6. ***Is vigilant in reporting real or perceived safety hazards to the Club's Committee.***
7. ***Does not denigrate, talk down to, or verbally abuse any CBS Inc members or guests, and does not create unnecessary strife and divisiveness in the CBS Inc through any manner whatsoever.***
8. ***Does not misrepresent their position and/or authority within the CBS Inc to others.***
9. ***Adheres to all Club rules currently in force and effect.***

Grievance and Resolution Policy

If a CBS Inc member has a grievance with a fellow CBS Inc member, then the Grievance and Resolution process outlined in the CBS Rules must be strictly adhered to.

Disciplinary Policy

All CBS Inc members will make themselves familiar with the Disciplinary guidelines currently in force and effect.

The inappropriate behaviour of any CBS Inc member will be investigated, discussed and an appropriate course of action will be taken by the Committee, which may include reprimand, suspension or revocation of membership in accordance with CBS Inc Rules of Association: <https://www.capbuds.org/files/forms/CBS%20CONSTITUTION%20AMMENDED%20COPY%2006%20MARCH%202008.pdf> and <https://www.capbuds.org/files/forms/CBS%20BYLAWS%205%20May%202018.pdf>.

Where suspension or termination of membership is applied, that member or members must not attend any Club function during the term of the suspension.

Conflict of Interests

CBS Inc members are required to note the Conflict of Interest policy and to ensure that any potential conflict of interest is raised with the CBS Inc President or Secretary as soon as practical that a conflict has or may have arisen.

Members are encouraged to familiarise themselves with the Discrimination and Harassment Policy of the ANBC Inc., which has been adopted by the CBS Inc and all ANBC Affiliates: <https://anbc.org.au/by-laws/bullying-discrimination/>.