



Queensland Motorised Sports Officials Assn.(Inc)

Members Code of Conduct Agreement

This code of conduct contains The Queensland Motorised Sports Officials Assn.(Inc) (QMSO) guidelines and expectations concerning behaviour and conduct of our members and other people under direction or representing QMSO at any time or in any place including, without limitation:

- At QMSO held events such as social or general club events,
- At all motoring events whether representing Queensland Motorised Sports Officials Assn. (Inc) or not,
- While travelling to or from those places; and
- At all other times when you are wearing club apparel.

Online Social Media

Introduction

Queensland Motorised Sports Officials Assn.(Inc) (QMSO) recognises that many Members choose to participate in online communities of shared interest and create, share or consume content. We respect the rights of our members to use blogs and other social media tools (Facebook, Twitter, YouTube etc) not only as a form of self- expression, but also sometimes to conduct other activities. It is important that all members are aware of the implications of engaging in forms of social media and online conversations that reference QMSO members.

QMSO's expectations of member's personal behaviour in online social media

There is a big difference in speaking "on behalf of QMSO "and speaking "about" QMSO. The following principles refer to those personal or unofficial online activities where you might refer to QMSO, be it during or outside of a race event.

1. Have fun, but be smart

Approach the online world in the same way as we do the physical one – by sound judgment and common sense, and critically by ensuring you adhere to QMSO's policies around privacy, discrimination, harassment, and confidentiality. Remember never to disclose non-public information about QMSO.

2. Act in alignment with our culture

Our guiding principles and vision and values give clear guidance as to what is acceptable and what is not.

The Foul Language Rule

All swear words (heavy & common) are prohibited - including words with letter substitutions such as asterisks, dashes or any other symbol. There will be no use of profanity. Posts containing any words of this nature will be deleted, and the offender will be reprimanded as asked to explain why their conduct was unbecoming.

The Personal Attack Rule

Abuse, insults and personal attacks directed at other people, particularly other site users, or Forum moderators, are unacceptable. There is no grey area in what is a personal attack - it is when a negative statement is directed towards another person. If you disagree with someone on a point, do not resort to name calling or personal attacks; rather argue the merits of their points. There will be no posts meant to offend or hurt any other member, in a manner which is offensive or inflammatory. There will be no racial, ethnic, gender based insults or any other personal discriminations.

3. You are responsible for your actions

Anything you post that can potentially tarnish Queensland Motorised Sports Officials Assn. (Inc) (QMSO) members or the clubs reputation, will ultimately be your responsibility. This is obviously a difficult thing to specify, so "if in doubt, don't".

4. Be a "Scout" for compliments or criticism

You as a member are one of our most vital assets for monitoring the social media landscape. If you come across positive or negative remarks about Queensland Motorised Sports Officials Assn. (Inc) (QMSO) or members that you believe are important, consider sharing them by forwarding to the Executive Committee.

5. Be conscious when mixing your business and personal lives

Online, your personal and business personas are to intersect. QMSO respects your right to free speech, but you must remember that other members and families will often have access to what you post – whether you intended it or not. Even where it is inadvertent, there is potential for you to find yourself embroiled in conflict and / or innuendo that may be detrimental to your personal and / or club relationships with other members.

6. Know that the internet is permanent

Once information is posted online, it is essentially part of a permanent record, even if you "remove/delete" it later or attempt to make it anonymous. Modern technology means that there is always a risk that your posts can reappear to be traced at any time.

Breach of Policy

As is always the case, a failure to adhere to Queensland Motorised Sports Officials Assn. (Inc) (QMSO) policies may result in disciplinary action that may range from a warning to termination of your membership. It is very important that when referring to Queensland Motorised Sports Officials Assn. (Inc) (QMSO) or members in the social media space as covered by this policy, you do not directly or indirectly put yourself in a position where such failure to comply may be assumed.

This conduct as amended from time to time, binds all Members of QMSO.

Where this Code of Conduct refers to laws, legal procedures or documents or rules or directions of persons or bodies other than QMSO, it is the member's duty and obligation to apprise him or herself of those laws, procedures, rules and directions as they may be in force from time to time.

All Members are required to act in accordance with the following:

a) **Professionalism**

(i) Acknowledge that QMSO carries on the business of providing fair, safe and socially responsible motor activities, an activity which is, therefore, vulnerable if its media, public or professional image is tarnished in any way.

(ii) Act professionally and represent QMSO in a professional manner at all times.

(iii) Members must not publicly do or say (or omit to do or say) anything which is (or may be construed as) detrimental, prejudicial, offensive or unfavourable to QMSO members (or persons or entities related to our members legally or professionally), or which might generate unfavourable or undesirable criticism of them or of any of their products, services or personnel.

b) **Good Sportsmanship**

Acknowledge that part of the activity is in the highly publicised and visible activity of motor sport and must behave towards others in a sportsmanlike manner.

c) **Honesty**

All members must not behave in a manner that exhibits bias or commit any premeditated breach of the law or privately imposed rules or regulations.

d) **Integrity including not gambling**

Members must not gamble or wager in relation to any Motor Race Event or its outcome to which they are involved.

e) **Compliance to the law**

Members must comply with all laws, statutes, rules, codes of practice, regulations or by-laws, in force from time to time, whether relating to QMSO, motor sport in general or any applicable other matter.

f) **Consideration of QMSO, Event Organisers and Key Stakeholders**

All members must recognise the authority of, and comply with the rules, regulations, determinations, resolutions, directions or orders from time to time in force or made of all organisations and professional bodies which control clubs or any other aspect of the club from time to time, in particular, but not limited to, safety and disciplinary matters.

g) **Compliance to venue rules**

Members must observe and perform the terms and conditions of any lease, licence, entry ticket or other agreement in force for any venue used for any event and comply with any applicable rules or regulations affecting the use of the venue or any instructions including Stewards of the meeting instructions, or requests made by or on behalf of the owner, lessee or licensee of the venue.

h) **Compliance to health, safety and other issues**

All Members shall comply with the applicable Queensland Occupational Health and Safety laws.

i) **Respect of Intellectual property**

Without limiting their obligations, members must not do (or omit to do) or be involved in the doing (or omission) of any act or thing by which intellectual property rights owned by QMSO may be lost or detrimentally affected. In addition, members shall not release documents or other information acquired during their duties without the prior authorisation of the QMSO General Committee.

j) **Alcohol and Drugs**

Whilst representing the QMSO members must not be under the influence of illicit substances. The QMSO is bound by The Australian Auto-Sport Alliance (AASA) and The Confederation of Australian Motor Sport (CAMS) Anti-Doping Policy's and the Queensland Government Anti-Doping Policy. All policies are available on the Internet or by contacting QMSO committee members. Alcohol consumption by members is controlled by the relevant Queensland State laws in respect to intoxication before during or after events.

k) **Exercise Common Sense**

Members must recognise that the conduct by them on behalf of QMSO, including, without limitation, motor sport events, is by its nature hazardous and must, therefore, exercise common sense at all times.

l) **Expulsion of Members**

If any member shall refuse or neglect to comply with any of the rules or by-laws of the Club or shall be guilty of conduct which, in the opinion of the Committee is injurious to the character or interests of the Club, the Committee may call upon such member to make an explanation either in writing or by personal attendance before a meeting of the Committee specially called for the purpose and if, after considering the matter at such meeting, including the explanation (if any) offered by the member concerned, at least two-thirds of the members of the Committee present are of the opinion that the charge has been sustained, the Committee may, by the affirmative vote of a two-thirds majority, expel such member. The Committee shall, in writing, advise the member concerned of its decision. A member who has been expelled as aforesaid may, within 30 days thereafter give notice in writing to the Secretary, of his/her desire to appeal against the decision and in that case an appeal may be made to an Extraordinary General Meeting (EGM) of the Club called for that purpose at which the member shall be given an opportunity to attend and make a statement. After considering such an appeal, such EGM may affirm or reverse the decision of the Committee.

m) **Questions and Policies**

Any questions, clarifications or requests for copies of policies should be directed in writing to the General Committee of the QMSO.

Please sign below indicating that you have read and agree to the Code of Conduct of Queensland Motorised Sports Officials Assn. (Inc).

Name: _____

Signature: _____

Witnessed by a Management Committee Member: _____

Date: _____