



**EQUESTRIAN SPORTS**  
NEW ZEALAND

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# **BEHAVIOUR POLICY**

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### **Our commitment**

Equestrian Sports New Zealand (ESNZ) is committed to providing a safe environment for participation. Aggressive, threatening or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending an event will not be tolerated.

These behaviours are outlined in our Code of Conduct and specifically include:

- due respect for competitors, spectators, officials and sponsors
- using obscene language
- harassing or ridiculing riders, coaches, officials or other spectators
- making racist, religious, sexist or other inappropriate comments to riders, coaches, officials or other spectators
- any threatening behaviour or physical altercation between spectators and riders, coaches, officials or other spectators
- putting undue pressure on children, berating them or putting down their performance
- being drunk or under the influence of any judgement impairing drug at an event.
- behaviour of anyone on the grounds should not impede on any person in competition or practice (warm up)

### **What we will do**

- Provide members, their parents and other sporting personnel with our Code of Conduct and make clear what is expected and the consequences of non-compliance.
- Where possible, bind non-members by prominently displaying conditions of entry to grounds and facilities and by requiring parents and team support crew to abide by rules.
- Reinforce messages of fair and respectful behaviour by displaying signs and posters around our facilities and providing information on our website and through other communication.
- Encourage our coaches and officials to complete training to develop their skills and confidence.
- Implement ESNZ Drug and Alcohol policy and educate our officials and members in regards to it.



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- Consult with our local police and seek their support and advice on how to handle issues involving inappropriate behaviour prior to, at or after an event.
- Encourage the reporting of incidents and investigate inappropriate behaviours as outlined in this policy and take disciplinary or whatever other actions as are deemed necessary (e.g. appoint an official to monitor behaviour).
- Encourage our riders, coaches, officials and spectators to call the police if they are concerned about escalating behaviour and their safety or the safety of others.

### **What we ask you to do**

- Help create a positive atmosphere for riders, officials and spectators by showing respect for riders, officials and spectators.
- Abide by our Code of Conduct and refrain from using bad language, harassing or ridiculing others or behaving in a threatening or violent manner.
- If you are aware of inappropriate behaviour and you feel confident to do so, speak with the person and ask them to stop. If there is an official or organising committee member present, ask for their assistance.
- Report any inappropriate behaviour to the OC president or someone in a position of authority.
- Call the police or an official if you are concerned for your safety or the safety of others.

### **Confidentiality**

To the extent permitted by law, and as appropriate, ESNZ will handle any report it receives confidentially and discretely and will not make public the names of the complainant(s), potential victim(s), or accused person(s); however, ESNZ may disclose such names on a limited basis when conducting an investigation, or reporting to the relevant bodies or when required to do so under applicable law.

### **Non-Compliance**

Parents or others found to have behaved inappropriately, and who are associate members or have agreed to abide by our Code of Conduct and this policy, may face disciplinary action as outlined in our General Regulations.

This policy should be read and used in conjunction with ESNZ's Code of Conduct and Member Protection Policy.