



**EQUESTRIAN SPORTS
NEW ZEALAND**

ESNZ General Code of Conduct

A. GENERAL:

Equestrian Sports New Zealand (“ESNZ”) expects the following behaviours to be adhered to by all Members and other people associated with ESNZ and ESNZ disciplines/events (including without limitation, breeders, care-givers/parents, officials, team managers and organising committees).

Our values will reflect the ethics of tolerance, non-discrimination, generosity and respect for others and as positive role models we will:

1. Respect the rights, dignity and worth of others.
2. Be fair, considerate and honest in all dealings with others.
3. Be professional in, and accept responsibility for, our actions.
4. Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age. Our words and actions are the example.
5. Not use our involvement with ESNZ to promote our own beliefs, behaviours or practices where these are inconsistent with those of ESNZ.

These philosophies are best shown in our behaviour by:

1. Being aware of and maintaining an adherence to ESNZ’s standards, rules, regulations and policies.
2. Operating within the rules of the sport including the national and international guidelines which govern ESNZ.
3. Refraining from any behaviour that may bring ESNZ into disrepute.
 - Alcohol consumption
 - Drugs – both illegal and performance enhancing
 - Gambling on Equestrian Sports(please refer to Appendix One for more detail)
4. Observing the laws of New Zealand and those of competition countries if travelling abroad.
5. Treating all personal information as confidential.
6. Refraining from any form of harassment including:
 - sexual harassment (please refer to ESNZ sexual harassment guidelines)
 - bullying
 - gossip / innuendo
7. Providing a safe environment for the conduct of the activity:
 - awareness of any individual medical needs
 - knowledge of event medical setup
8. Understanding that there may be repercussions if you breach, or are aware of any breaches of, this code of behaviour.



EQUESTRIAN SPORTS NEW ZEALAND

B RIDERS:

As a rider you must meet the following requirements when competing in an ESNZ sanctioned event, attending an ESNZ squad training or competing as a member of an ESNZ team:

1. Respect the rights, dignity and worth of fellow competitors, coaches, officials and spectators.
2. At all times avoid intimate relations with team officials.
3. Conduct yourself in a professional manner relating to language, temper and punctuality.
4. Be frank and honest concerning illness, injury and you or your horse's ability to train or compete.
5. Abide by the rules and respect the decision of the official, making all appeals through the formal process and respecting the final decision.
6. Respect the support and effort offered to you by the membership and volunteers of Equestrian Sports NZ and represent their interests professionally at all times.

C OFFICIALS:

As an official, you must meet the following requirements in regard to your conduct in any activity held or sanctioned by ESNZ and in your role as an appointed official.

1. Place the safety and welfare of the riders/horses above all else.
2. Accept responsibility for all actions taken.
3. Be impartial.
4. Declare any situation which may lead to a conflict of interest.
5. Be courteous, respectful and open to discussion, feedback and interaction



**EQUESTRIAN SPORTS
NEW ZEALAND**

APPENDIX ONE

ALCOHOL – TEAM MANAGEMENT:

ESNZ has a zero tolerance alcohol policy.

This means that following apply:

1. There is to be no alcohol consumed at any time when team management are on duty.
2. If team management could be expected to operate a vehicle, outside of when they are responsible for riders but within their team management role, then they must comply at all times with both New Zealand and host country laws that apply to driving and the consumption of alcohol.
3. The consumption of alcohol must not impair the performance of management at any time, this includes hangovers.
4. Management will not encourage excess drinking:
 - Alcohol should not be involved in “team bonding”
 - Excessive alcohol consumption will not be encouraged as a means of celebrating success

ESNZ wishes to acknowledge the NZ Alcohol Advisory Council’s (ALAC) values in the creation of our alcohol guidelines.