

NZTR CODE OF CONDUCT

Status and Application

This Code of Conduct (**Code**) is a directive made and issued under the Rules of Racing (**Rules**) and forms part of the Rules. Accordingly, it applies to and is binding on all persons to whom the Rules apply (each a **Person**).

A breach of this Code by a Person constitutes a breach of the Rules (and may also constitute a breach of a specific Rule) and may result in proceedings being commenced against that Person, and a penalty being imposed on them, under the Rules. In the case of a Person who is a Licenceholder, a breach of this Code may also result in their licence being reviewed under the Rules.

Terms used in this Code and defined in the Rules have the meaning given to them in the Rules.

This Code applies to Conduct by a Person in all environments, including in person and online, and replaces all previous Codes of Conduct adopted by NZTR

Purpose

This Code establishes a set of standards of behaviour aimed at protecting the values of Thoroughbred racing by ensuring that industry participants enjoy a safe, supportive and respectful environment.

Code

The overarching principle of the Code (**Overarching Principle**) is that each Person must maintain the highest standards of behaviour at all times towards every participant in the thoroughbred industry including, without limitation, Investigators, Stipendiary Stewards, Officials, members of Adjudicative Committees and Appeal Tribunals, Licenceholders, Owners, lessees of horses, Club officers and employees, NZTR Board members and employees and every other person to whom the Rules apply (each a **Participant**) and must not engage in behaviour that is prohibited under this Code.

Without in any way limiting the Overarching Principle, the key components of this Code are set out below.

Conduct that breaches the Overarching Principle, or one or more of the key components of the Code, will constitute a breach of the Code.

Treat each Participant with Dignity and Respect

1. Each Participant has the right to be treated fairly and with dignity and respect by a Person.
2. This component of the Code covers a very broad range of behaviour by a Person including, by way of example, belittling a Participant, using foul, inappropriate or aggressive language or

aggressive or threatening behaviour towards a Participant, spreading malicious rumours about a Participant, persistent teasing of a Participant, condoning the mistreatment of a Participant, criticising a Participant in an unjustified and unwarranted manner or making private or public comments that are designed (or are reasonably likely) to offend, insult, humiliate, intimidate, threaten, disparage or vilify a Participant.

No Bullying or Harassment

1. A Person must not bully or harass a Participant.
2. Bullying is any persistent behaviour directed against a person which is intimidating or offensive (including making persistent negative comments, spreading malicious rumours, ongoing insensitive jokes or pranks, insulting or aggressive behaviour, ignoring or excluding a person or making unjustified and persistent criticism of a person).
3. Harassment includes unwanted conduct (including of a sexual nature or relating to another person's gender) which has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for a person.

Sexual misconduct

1. A Person must not engage in any form or type of sexual misconduct towards a Participant.
2. Sexual misconduct includes, but is not limited to, persistent unwanted sexual advances, requests for sexual favours, sexual exploitation, verbal sexual assault, intentional sexual contact without consent, deliberate exposure, voyeurism, recording or photographing private sexual activity, without consent and distributing or further spreading recordings or images of a sexual nature, without consent.

Social media use

Every Person who uses social media must ensure that their communications on, through or using social media (including on platforms such as Twitter, WhatsApp, Facebook, Messenger, Snapchat and Instagram etc) do not insult, humiliate or hurt a Participant.

Abuse of Power

A Person in a position of power or responsibility must not take advantage of or abuse their position, especially in relation to, or to take advantage of, a Participant who is, for whatever reason, in a vulnerable position.

No discrimination

A Person must not discriminate against a Participant on the basis of the age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, gender or sexual orientation of that Participant.