

Wellington Show Society Incorporated

Code of Conduct

Introduction The Code of Conduct applies to everyone attending or participating in this Agricultural Show events, including patrons, exhibitors, competitors, traders, officials, volunteers, staff, and contractors.

This Code outlines the behavioural expectations to ensure all events are safe, respectful, inclusive, and enjoyable for all. It compliments the [Conditions of Entry for Showgrounds](#) (for patrons and visitors) and the [General Regulations](#) (for exhibitors, competitors, and traders), providing a shared set of values and standards.

All individuals are responsible for understanding and following this Code, as well as any other relevant rules or policies that apply to their role at the event.

Document Hierarchy Clause

In the event of any inconsistency or conflict between the provisions of this Member Organisation's governance and operational documents, the following hierarchy shall apply in determining precedence:

1. Applicable legislation and statutory requirements;
2. The Constitution of this Member Organisation;
3. Any Special Regulations issued by this Member Organisation;
4. The General Regulations of this Member Organisation;
5. The Code of Conduct of this Member Organisation;
6. The Conditions of Entry to Showgrounds of this Member Organisation.

All documents should be read in conjunction with this hierarchy.

1. Expected Behaviour

All attendees, exhibitors, competitors, traders, officials, and volunteers must:

- Treat everyone with respect, fairness, and courtesy.
- Respect the welfare of animals.
- Follow safety instructions at all times.
- Act honestly, ethically and with integrity.
- Avoid bullying, harassment, discrimination, or offensive conduct.
- Ensure animal welfare practices are upheld
- Comply with all relevant rules and policies, including:
 - [Conditions of Entry for Showgrounds](#) (patrons and visitors)
 - [General Regulations](#) (exhibitors, competitors, and traders)

2. Social Media Conduct

- Use social media responsibly. Platforms including Facebook, Instagram, X (formerly Twitter), TikTok, Snapchat, YouTube, LinkedIn, and online forums must not be used to harass, bully, or discredit this Member Organisation, its shows, participants, or officials.
- Prohibited content includes offensive, defamatory, misleading, or unauthorised use of images, including of minors. Respect privacy when posting photos/videos and ensure compliance with privacy guidelines when photographing children.
- Breaches of this clause may result in sanctions as outlined in Section 5.

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3. Child Safety

- Everyone has a duty to protect children and vulnerable persons.
- Inappropriate behaviour towards children will be reported to the NSW Department of Communities and Justice and/or the NSW Police, in line with relevant legislation. Within this Member Organisation, any concerns must be reported to the Event Manager or Show Committee President, who will escalate the matter through the appropriate channels.

4. Prohibited Conduct

- Bullying, harassment, or intimidation.
- Violence, abuse, or unsafe conduct.
- Theft, vandalism, or fraud.
- Being under the influence of drugs/alcohol while working, competing, or performing duties.
- Mistreatment or neglect of animals.
- Breaches of [General Regulations](#) or [Conditions of Entry for Showgrounds](#).

5. Complaints & Breaches

- Concerns to be raised with the Show Committee or officials in a timely manner.
- Formal complaints should follow the Show Guidelines and Complaints Policy (to be finalised).

Breaches may result in:

- Warnings (verbal or written)
 - Removal from the Showground
 - Suspension or bans from future events
 - Referral to authorities where necessary
- Individuals subject to a potential sanction will be provided with written notice of the allegation and an opportunity to respond before a decision is made. The decision-maker will be the relevant Show Committee, Event Manager, or Member Organisation officer, as appropriate. Appeals may be made in writing to the AgShows NSW Executive Officer for review.

6. Acceptance

- All participants acknowledge they have read, understand, and agree to abide by this Code of Conduct.