

IRISH
Agility &
Dog Sports



**Code of Conduct
Policy**

DRAFT - For Review Only

Purpose

IADSA are very proud to be an association that welcomes participants from any location and culture. We operate a policy of non-discrimination and anyone is welcome to participate in a small or big way to further the growth of agility and dog sports within this country.

With the ongoing advances in technology, communication has become easier and more accessible in many forms and as IADSA continues to grow, we have become aware of the need to very clearly define the expectations for all those who interact with the association in any capacity.

As a community we all have an obligation to each other to ensure that everyone feels safe and although we recognise that there will always be some ups and downs along the way, the advice and guidance offered in this document is not meant to penalise or cause difficulty but to ensure the protection of everyone who chooses to participate.

Breach of Policy

IADSA continually monitors activity in relation to the association and its members at events and online. In order to protect and ensure the health and safety of all concerned, IADSA takes compliance with this policy seriously. A breach of this policy, depending on severity, may be referred to the Committee for disciplinary action under the IADSA Constitution Article VI Section 2.

Sections contained

- Events
- Social Media

IADSA Zero Tolerance Approach to Harassment

No-one should be subjected to intimidation or made to feel alarmed or distressed or put in fear of reprisal. Harassment is a criminal offence. To that end, like other associations within the sporting community, IADSA adopts a zero tolerance approach towards all types of harassment activity. Harassment may be defined as causing alarm, distress and anxiety and fear of physical violence or other threat, offensive statements, verbal abuse and threats. Conduct may include speech, obstruction and so on. As such conduct may involve a criminal offence, the Gardaí may be involved and it may be that IADSA will defer any action pending the outcome of such investigation and/or prosecution.

It goes without saying that IADSA expects courtesy and co-operation to be shown towards all staff and organisers at any event or on any social media platform that is used by IADSA to share information with the community. Whilst the pressures and tensions which arise at competitive level are understood, any aggression or abuse towards those who are simply undertaking their jobs for the benefit and interest of the event or the association, the audience and ultimately the dog itself cannot be tolerated.

Events

Purpose

This section hopes to establish a culture of respect and integrity at all IADSA events so everyone participating in the event can have the most enjoyable experience in a safe, calm and positive environment.

Scope

This section applies to all persons who are involved with the activities and/or running of an IADSA licensed or authorised event.

Participants & Exhibitors

- Conduct - participants have a duty both to their dogs and to others to make events friendly and welcoming, and are expected to be co-operative and above all to create a safe environment, so all can enjoy their time at events.
- Abusive or aggressive behaviour - this type of behaviour towards anyone at an event including the Judge, other participants, show management or other officials - will not be tolerated under any circumstances (please see our 'Zero Tolerance on Harassment' section).
- Sportsmanship - participants should conduct themselves at all times in an appropriate fashion and should display good manners and respect towards other participants, show officials and to the judges.
- Communication with a Judge - any verbal communication with a Judge must be authorised by the Ring Manager. Should the Judge agree to the communication, it will take place after judging is completed and be conducted in a polite and professional manner.
- Children (under 18) - if you have children, do not allow them to touch any dogs unless you have the permission of the owner for them to do so. Be aware of where your children are, and what they are doing, at all times.

Dogs

- Must be kept on a lead at all times within the vicinity of the competition ring. Specific off lead areas will be notified if they are available.
- Once a run has been completed every effort must be made to put your dog put on lead immediately.
- Owners must be mindful of the environment around them and supervise all direct interaction of their dogs with other dogs at an event.
- Owners must be aware that these events have the potential to be stressful for dogs and they must remain vigilant at all times when there are other dogs around.
- Owners must be extremely vigilant to pick up after their dog.

Social Media

Purpose

This section is to inform our community about using social media so people feel enabled to participate, while being mindful of their responsibilities and obligations. This section includes practical guidance allowing all parties to benefit from the use of social media, while minimising potential risks and protecting those involved.

This section hopes to establish a culture of openness, trust and integrity in all online activities related to IADSA. In circumstances where guidance about social media issues has not been given in this section, we suggest you use common sense or seek out advice from the IADSA Committee for clarification.

Scope

This section applies to all persons who are involved with, or interact with, the activities of IADSA on any social media platform. This policy is applicable when posting content on social media in relation to IADSA that might affect IADSA operations, services, events, sponsors, members or reputation.

- **Using social media in an official capacity**

You must be authorised by the IADSA Secretary before engaging in social media as an official representative of IADSA.

- **Expectations when using social media in relation to IADSA**

IADSA believes that its members and all who interact with IADSA should uphold the highest ethical standards displaying respect, honesty, integrity and equality at all times.

- **Discrimination, Sexual Harassment and Bullying**

You must not post any material that is offensive, harassing, discriminatory, embarrassing, intimidating, sexually explicit, bullying, hateful, racist, sexist or otherwise inappropriate.

Please remember that the same values that apply to the real world also apply to the virtual world and in social media exchanges. Despite the seemingly unregulated nature of social media, the law is applicable to online content. Postings online (and similarly in email, text, app or social media messages) are subject to the law in areas such as defamation, racial discrimination, intimidation and bullying.

Social Media - General Guidelines

Be accurate - Be aware of liability

Be accurate - any comment posted as fact should be able to be substantiated. You are responsible and accountable for what you post on your own social media accounts and on the social media accounts of others. Be aware that it is possible to be held liable for commentary deemed to be copyright infringement, defamatory, proprietary, libellous, or obscene (as defined by the courts). Be sure that what you post today will not come back to haunt you.

Use Common Sense

Whenever you are unsure as to whether or not the content you wish to share is appropriate, seek advice from others before doing so or refrain from sharing the content to be on the safe side. When using social media, the lines between public and private, personal and professional, may be blurred.

Maintain Privacy

Do not post confidential or proprietary information. Do not discuss a situation involving named or pictured individuals on a social media site without their permission. As a guideline, do not post anything that you would not present in any public forum.

Be smart about protecting yourself and your privacy. When posting content online there is potential for that content to become publicly available through a variety of means, even if it was intended to be shared privately. Therefore, you should refrain from posting any content online that you would not be happy for anyone to see, even if you feel confident that a particular individual would never see it.

Where possible, privacy settings on social media platforms should be set to limit access. You should also be cautious about disclosing your personal details.

Honesty

Your honesty - or dishonesty - may be quickly noticed in the social media environment. Do not say anything that is dishonest, untrue or misleading. If you are unsure, check the source and the facts before uploading or posting anything. IADSA recommends erring on the side of caution – if in doubt, do not post or upload.

Do not post anonymously, using pseudonyms or false screen names. Be transparent and honest. Use your real name, be clear about who you are and identify any affiliations you have. If you have a vested interest in something you are discussing, point it out. If you make an endorsement or recommendation about something you are affiliated with, or have a close relationship with, you must disclose that affiliation.

The internet is not anonymous. You should assume that all information posted online can be traced back to you. You are accountable for your actions both on and offline, including the information you post via your personal social media accounts.

Does it pass the publicity test?

If the content of your message would not be acceptable for face-to-face conversation, over the telephone, or in another medium, it will not be acceptable for a social networking site.

Think before you post

There's no such thing as a "private" social media site. Search engines can turn up posts and pictures years after the publication date. Comments can be forwarded or copied. Archival systems save information even if you delete a post. If you feel angry or passionate about a subject, it's wise to delay posting until you are calm and clear-headed.