



VRC MEMBERS

CODE OF CONDUCT

PURPOSE

As a member of the Victoria Racing Club (**VRC**), you are expected to uphold the highest standards of behaviour. The purpose of this Code of Conduct (**Code**) is to provide guidance on the standards of behaviour and conduct expected of VRC members and their guests, so that we can provide an enjoyable and safe environment befitting our great club. This Code is incorporated into the VRC Membership Conditions under clause 3(i) of those Conditions, and a breach of the Code by you or by a guest introduced, accompanied or hosted by you may result in your suspension or expulsion from the VRC in accordance with clause 2.7(a)(iv) of the By-Laws and clause 8.2 of the Constitution.

For the duration of your membership of the VRC, you must at all times comply with the Code:

- in relation to any dealings you have with the VRC or its staff, contractors and representatives (**VRC Representatives**);
- wherever there is a recognised VRC connection, including events both on and offsite, and on social media;
- if you are attending, or travelling to or from, Flemington Racecourse;
- when dealing with other VRC members in your capacity as a VRC member; and
- in relation to your VRC membership in general.

RESPONSIBILITIES AND EXPECTATIONS

STANDARDS OF BEHAVIOUR

As a VRC member you must, and ensure your guests:

- comply with and encourage compliance with all VRC policies, signage or directions of VRC Representatives;
- treat all VRC Representatives, VRC members and other stakeholders with courtesy, respect and proper regard for their rights and obligations;
- be ethical, considerate, fair and honest in all dealings with other people within or related to Flemington Racecourse or VRC;
- refrain from any form of abuse, harassment, victimisation or discrimination, or any conduct that might reasonably be regarded as abuse, harassment, victimisation or discrimination towards VRC Representatives or other VRC members;
- not engage in, or encourage, any conduct that is unbecoming of you, VRC, Flemington Racecourse, or brings you, VRC or Flemington Racecourse into disrepute, or is otherwise harmful to the interests of VRC or Flemington Racecourse;
- act with care and diligence to safeguard the health and safety of yourself, VRC Representatives and other VRC members, and ensure your decisions and actions contribute to a safe environment;



- comply with all reasonable directions of, and accept all decisions of, VRC Representatives;
- not display or transmit, or cause to be displayed or transmitted, offensive or inappropriate material or messages;
- not engage in behaviour that negatively affects the experience, safety or wellbeing of VRC Representatives, other VRC members, or other patrons, including behaviour that is:
 - o offensive or discriminatory;
 - o intimidating or aggressive;
 - o drunk and disorderly;
 - o unwelcome or uninvited physical contact;
 - o sexual harassment;
 - o continued or unreasonable disruption of VRC Representatives performing their duties;
 - o obstructing thoroughfares or the movement of patrons or VRC Representatives; or
 - o unlawful or unsafe; and
- understand that VRC membership requires you to be accountable for your own conduct and that of your guests.

UNACCEPTABLE CONDUCT

In addition to conduct that breaches one or more of the above requirements, and without limiting what constitutes a breach of the Code, it will be a breach of this Code by you if you, or your guest:

- undertake any behaviour prohibited by the VRC 'Ticketing and Conditions of Entry for Flemington Racecourse' at, in or around Flemington Racecourse or other venue at which a VRC event is taking place;
- behave in a manner that is regarded as physical, emotional, racial, religious or sexual harassment towards VRC Representatives or VRC members;
- behave in a manner that is regarded as public or domestic violence;
- make comments towards VRC Representatives or other VRC members, whether in person or by email, text, social media, or other means that are (or could reasonably be interpreted as being) offensive, defamatory, threatening, discriminatory, racist, homophobic, sexist, bullying, harassment or vilification;
- behave in a manner that creates a public nuisance and/or disturbance within or around Flemington Racecourse or other venue at which a VRC event is taking place;
- bully or intimidate VRC Representatives or other VRC members;
- publish, or encourage the publication of, offensive, hateful or distressing material on social media (such as tweeting or re-tweeting an indecent or offensive comment) in relation to or towards VRC Representatives or other VRC members; or
- are drunk and disorderly, or in the possession or under the influence of an illegal or illicit drug, at, in or around Flemington Racecourse or other venue at which a VRC event is taking place.

OTHER REQUIREMENTS

Members are reminded of their obligations under VRC's Constitution, By-Laws and terms and conditions, including but not limited to the following:

- members passes are non-transferable; and
- all members and their guests must comply with the VRC dress regulations as published on the VRC website.