



FINNISH LAPPHUND CLUB OF VICTORIA

Code of Conduct

1. Introduction

The Finnish Lapphund Club of Victoria (FLCV) is a not-for-profit organisation dedicated to the stewardship, protection, and promotion of the Finnish Lapphund breed in Australia.

This Code of Conduct sets out the standards of behaviour for all individuals engaging with the FLCV. Compliance with this Code is a condition of membership, participation, and involvement in all FLCV activities, whether in person, online, or at events.

This Code applies to:

- members and non-members
- committee members and volunteers
- participants, exhibitors, officials, and spectators
- conduct occurring in person, online, or in any context connected to the FLCV

Breaches of this Code may result in disciplinary action in accordance with the FLCV Rules.

2. Expected Conduct

Individuals engaging with the FLCV must:

- behave in a respectful, courteous, and constructive manner
- communicate openly and respectfully, including where there is disagreement
- contribute to a safe, inclusive, and collaborative environment
- follow reasonable and lawful directions given by committee members, officials, or event organisers
- raise concerns or complaints through appropriate Club processes
- represent the FLCV and the Finnish Lapphund breed responsibly in public and online spaces

These standards apply wherever conduct may reasonably affect the FLCV, its members, its activities or its reputation.

3. Unacceptable Conduct

The following behaviour is not acceptable and may constitute a breach of this Code.

3.1 Behaviour Toward Others

Individuals must not engage in:

- personal attacks, insults, or derogatory remarks
- harassment, bullying, intimidation, or threatening behaviour
- discriminatory conduct based on personal characteristics
- aggressive, abusive, or offensive language, whether verbal or written
- repeated unwanted contact or behaviour after being asked to stop
- spreading malicious rumours or deliberately undermining others

3.2 Misuse of Status or Influence

Individuals must not:

- use experience, reputation, position, or status to intimidate, exclude, coerce, or silence others
- engage in gatekeeping behaviour that discourages participation in the Club
- publicly undermine officials, committee decisions, or event management in a manner that is hostile, abusive, or disruptive

3.3 Disruptive or Non-Compliant Behaviour

Individuals must not:

- refuse to comply with reasonable and lawful directions
- disrupt Club events, meetings, or activities
- interfere with the safe or fair conduct of FLCV activities

3.4 Online, Public and Private Communications

Individuals must uphold the standards of this Code in all forms of communication and interaction, including but not limited to:

- Club meetings, events and activities
- Dog shows, trials, and public exhibitions
- Social media platforms, forums and websites
- Email, phone calls, text messages, private messages, group chats and messaging applications
- Private communications where the conduct relates to the Club or its members

This Code applies to conduct occurring in public, online or private settings where it relates to the FLCV or may reasonably impact the safety, wellbeing, reputation or functioning of the Club.

Individuals must not:

- engage in bullying, harassment, intimidation or abusive conduct via any communication channel
- make hostile, aggressive or threatening communications
- use private or external forums to spread rumours, misinformation, or grievances about Club matters
- attempt to pressure, coerce or influence others through persistent or inappropriate contact
- escalate disputes through public or private communications instead of using appropriate Club processes
- coordinate or encourage others to target, isolate, or undermine a member, official or volunteer the Club

The FLCV recognises the right of individuals to hold and express personal views. However, private or personal communications do not excuse conduct that breaches this Code.

4. Dog Welfare and Care

All individuals engaging with the FLCV must:

- prioritise the welfare, safety and humane treatment of dogs
- ensure dogs are appropriately cared for, handled and supervised
- comply with applicable animal welfare legislation and Dogs Victoria Rules, Regulations and Codes of Practice

Any conduct that compromises dog welfare may result in immediate action, including removal from events or referral to relevant authorities.

5. Dogs Victoria and Dogs Australia (ANKC Ltd)

Members must comply with all applicable Dogs Victoria and Dogs Australia (ANKC Ltd) Rules, Regulations, and Codes of Practice when engaging with the FLCV, including when interstate.

DV members engaging with the FLCV must:

- comply with all applicable Dogs Victoria Rules, Regulations, and Codes of Practice
 - demonstrate good sportsmanship and respect toward judges, officials and fellow exhibitors
 - avoid conduct that brings the FLCV or its activities into disrepute
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6. Handling Concerns and Breaches

Concerns or alleged breaches of this Code of Conduct may be raised in accordance with the procedures set out in the FLCV Rules.

The FLCV is committed to handling concerns fairly, confidentially and without victimisation or retaliation.

Committee members and volunteers are not exempt from complaints or disciplinary processes under this Code.

7. Assessment of Possible Breaches

7.1 Assessment:

When assessing possible breaches of this Code, the FLCV may consider:

- available evidence
- context and circumstances
- intent and impact of the behaviour
- whether the conduct undermines safety, wellbeing or the functioning of the Club

7.2 FLCV Committee Responsibilities:

- Apply the escalation pathways consistently
- Record rationale for decisions to ensure transparency, appropriate oversight and accountability
- Refer matters to external bodies where required by Dogs Victoria/Dogs Australia rules or law

Behaviour may be considered unacceptable even where no offence was intended.



8. Authority and Enforcement

As an incorporated association, the FLCV has the authority to set standards of conduct for its members and participants.

Failure to comply with this Code may constitute grounds for disciplinary action under the FLCV Rules, including under Rule 19 (Grounds for Taking Disciplinary Action).

The Code operates alongside applicable laws, including the Associations Incorporation Reform Act 2012 (Vic), Equal Opportunity Act 2010 (Vic), the Occupational Health and Safety Act 2004 (Vic) and Occupational Health and Safety (Psychological Health) Regulations 2025 (Vic), and relevant Commonwealth privacy and anti-discrimination laws.
