

CODE OF CONDUCT



SUMMARY

The Purpose of this Code of Conduct and Ethical Principles is to ensure:

1. A safe and positive environment within the Phillip Island Camera Club, including but not limited to,
 - club meetings and correspondence
 - committee meetings and correspondence
 - competitions
 - exhibitions
 - outings
 - any other activity.
2. Members of the Phillip Island Camera Club are committed to providing an environment promoting fun with photography and open communication where all individuals are treated with respect, free from bullying, harassment, vilification and victimisation.

Conduct that violates this Code of Conduct will be subject to disciplinary measures as determined by the Phillip Island Camera Club Committee.

APPLICATION OF THIS CODE

This Code of Practice applies to all Phillip Island Camera Club Members and guests during the course of Club business, activities and events either formal or informal, including but not limited to,

- workshops
- events
- meetings

as well as any Phillip Island Camera Club affiliated social media groups, email or written correspondence.

RESPONSIBILITY WITHIN THIS CODE

Members and guests of the Club are to:

- A. Maintain the dignity and self-esteem of any individual within the application of this code by:
 - demonstrating respect to individuals regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, marital status, family status, disability or socio-economic status
 - ensuring all comments or criticisms are in accordance with Club values and avoid public criticism of other club members, inclusive of outside organisers, events and activities
 - consistently treating all individuals fairly and reasonably
 - protecting photographic copyright, as no member or the Club may use another member's image without permission or consent. This expressly includes copying an image from any of the Phillip Island Camera Club's Social Media platforms, including but not limited to the Phillip Island Camera Club webpage, Phillip Island Camera Club Facebook (public and members' only) page.

CODE OF CONDUCT



- B.** Refrain from any behaviour that constitutes harassment, where harassment is defined as a comment or conduct directed towards an individual or group which is deemed offensive, abusive, racist, degrading, malicious or sexist.

Types of behaviours that constitute harassment (excluding sexual which is covered in (C)) include, but are not limited to:

- written or verbal abuse, threats, outbursts or inflammatory remarks
- unwelcome remarks, jokes, comments, innuendos or taunts
- suggestive or obscene gestures
- practical jokes which cause awkwardness or embarrassment
- unwanted physical contact or assault
- behaviours such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment.

- C.** Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments, sexual advances, requests for sexual favours, or conduct of a sexual nature.

Types of behaviour that constitute sexual harassment include, but are not limited to:

- sexist jokes
- display of sexually offensive material
- sexually degrading words used to describe a person
- inquiries or comments about a person's sex life
- persistent unwanted contact
- sexual assault.

- D.** Respect the privilege of the use of public or private facilities that may be used for Club events or activities, and not wilfully causing damage to those facilities, or to the property of another member or guest of the Club.

- E.** Never engage in malicious or deliberately inaccurate criticism of the reputation or work of another photographer.

- F.** Never engage in activities, behaviour or conduct that jeopardises the health and safety of any individual.

- G.** Avoid behaviour that brings the Phillip Island Camera Club into disrepute, including but not limited to excessive use of alcohol, use of illicit drugs or other illegal, unethical or immoral activities.

REPORTING A VIOLATION OR CONCERN

All complaints and or concerns relating to this policy, must be placed in writing and handed to the President of the Phillip Island Camera Club, or emailed to the President at:

phillipislandcameraclub@gmail.com