



## **Benalla Auto Club (INC) Code of Conduct**

**Benalla Auto Club (BAC) has a ZERO TOLERANCE policy for inappropriate behaviour in all group companies – Australian Auto Sport Alliance, Benalla Auto Club and Winton Motor Raceway. This code of conduct also includes Benalla Auto Club Members.**

If you experience or witness any of the following behaviour at a BAC facility, BAC event, on the BAC (or BAC entity) websites or social media, please report it immediately to the Secretary of the club, or the BAC General Manager.

- Racism
- Sexism
- Sexual Harassment
- Abuse: Verbal or Physical
- Intolerance of a person's religion, gender identity or sexual orientation
- Behaving in a way that disturbs the enjoyment of the event/discussion for other people
- Any other actions deemed to be intentionally hurtful, harmful, threatening or inappropriate including disparaging comments or actions bringing the club into disrepute.

We aim to enforce the right for all to attend our events and facilities in an environment that is safe and without risks to health, violence and aggression. BAC hosts many types of events, many of which are 'Family Friendly' and can include children. Therefore we will maintain a ZERO TOLERANCE towards offensive or obscene language or actions at events that are open to family members of all ages.

Individuals using excessive use of offensive or obscene language at events, to the point where it disturbs other attendees, will be given ONE warning. If behaviour persists, the member will be required to leave the event. Any violation of the Code of Conduct, or any action that a BAC staff member finds to be inappropriate or disruptive, will result in the offending member being removed from the event. Any disparaging or targeting of BAC Group Staff by a BAC Inc member will be treated with severe consequences and may include prosecution under Workplace Law.

Repeated or Severe breaches of the Code of Conduct will result in an immediate termination of membership. and a life-ban from all BAC Inc events. The BAC Committee and General Manager have the authority to issue any penalties in all cases.