

Adopted at Committee meeting 17.09.11



CODE OF CONDUCT

1) Introduction

This document outlines the policy, procedures, process and mechanisms for identifying a Code of Conduct which is acceptable to members of Land SAR Search Dogs. We expect the highest standards of personal and professional conduct, still allowing for free and open communication and constructive debate, where ideas and opinions are safely shared.

Member's behaviour reflects on the overall image of our group, it is therefore necessary for all members to maintain a high standard of personal and professional behaviour.

The document is dated 17.09.2011 and is adapted from the Land SAR Code of Conduct (1 July 2008).

2) Intentions

Land SAR Search Dogs has developed this Code of Conduct as a guide to its members on the standards of behaviour considered essential for the efficient operation of its activities.

The intention of this Policy is to

- give guidance to all Land SAR Search Dog members on standards of conduct required
- Clearly define breaches of the Code of Conduct and
- Describe the consequences of breaches of the Code of Conduct

3) Code of Conduct

You are required to treat your fellow members and other stakeholders with courtesy and respect. In particular you are required to:

- Respect the rights and property of your fellow members;
- a. Ensure your personal values do not influence your decisions relating to others;
 - b. Observe the rights to privacy and confidentiality; and
 - c. Avoid behaviour that may cause distress or disrupt the group's core business of training dogs for Search and Rescue.
 - d. Abide by the Wilderness and Avalanche Standards, in particular 7.1.1 Only Search Dog Teams who have met the Tracking or Area Search assessment standard will be used in a SAR Op and in addition only approved avalanche search dog teams will be deployed in the event of an avalanche response.
 - e. Honesty when representing yourself to the general public or sponsors as a member of LandSAR dogs

4) Defining Breaches of the Code of Conduct

Breach of the Code of Conduct includes but is not limited to:

- a. unlawful discrimination, harassment (sexual, racial or otherwise) vilification, victimisation or bullying
- b. being in possession of unlawful drugs at a Land SAR Search Dog event
- c. Consuming or being in possession (for consumption) of any intoxicating liquor at a Land SAR Search Dog event without the permission of the person in charge of the location at the time.
- d. Being under the influence of illegal drugs or intoxicating liquor while working / training/ driving.
- e. Unauthorized removal of Land SAR Search Dog property, from a Land SAR Search Dog event, possession of Land SAR Search Dog property without authorization, theft or other forms of dishonesty or criminal damage in connection with Land SAR Search Dog property, the property of another member or person.
- f. Disorderly conduct, practical jokes or horseplay which results or could have resulted in injury.
- g. Assaulting, fighting, threatening or intimidating another person at a Land SAR Search Dog event
- h. Deliberately falsifying Land SAR Search Dog documentation in any way
- i. Misrepresenting your role or handler status in LandSAR Search Dogs for any reason.
- j. Conduct which would bring Land SAR Search Dogs into disrepute
- k. Breaching Land SAR Search Dogs or search subject confidentiality
- l. Unsatisfactory attitude to co-members and Land SAR Search Dog stakeholders.
- m. Taking Non Operational dogs on SAR Op's or Avalanche callouts

5) Consequences of Breaches of the Code of Conduct

Formal disciplinary action may be required in relation to any member's breach of the Code of Conduct and expulsion may result as per clause 5 of the constitution.