

Ballarat Area Robotics League Code of Conduct

Ballarat Area Robotics League, (BARL), is led by a team of dedicated volunteers that come together to share a passion for robotics and robotic fighting with the community. BARL is committed to providing a friendly and safe environment that is open to everyone willing to share in that passion.

BARL acknowledges and recognises that the continued success of BARL and the robot fighting community is contingent upon having a Code of Conduct that is supported and upheld by everyone.

It is therefore incumbent on all participants of BARL to wholly understand, endorse and abide by the code of conduct at all times.

1. Everyone is welcome

- 1.1. BARL welcomes everyone, regardless of personal attributes such as, but not limited to; Ethnicity, Gender, Sexual Orientation, marital status, Disability, political or religious beliefs.
- 1.2. All participants of BARL agree to embrace equality and treat all persons with respect and dignity.

2. Values

- 2.1. BARL operates on the principals of these values:

Ω Safety

Value and consider the safety of themselves and others, Avoid reckless or dangerous behaviours and promote safer practices.

Ω Integrity

Being honest, doing the right thing, good sportsmanship, fair competition.

Ω Respect

Respecting others, treating others the way you would like to be treated, respecting the rules and event officials, being polite, kind and courteous.

Ω Support

Supporting others, embracing each other's successes, help each other achieve.

- 2.2. Everyone is expected to demonstrate these values when at a BARL event, or working in capacity or association of BARL.

3. Safety

- 3.1. Everyone is responsible for ensuring that BARL is a safe environment.
- 3.2. All persons, must obey all safety directions and policies, report all safety hazards and take active steps to ensure their conduct or belongings do not create risk to the safety of others.

4. Bullying, Harassment and Discrimination

- 4.1. BARL conducts itself and events based on policy, which has the objective of being fair and equal to all. Any behaviour or conduct that gives favour, or disadvantage to people based on personal attributes or associations is *Discrimination* and is not acceptable.
- 4.2. Bullying and Harassment by one or more persons directed towards one or more persons is an affront to all of the values of BARL and threatens the on-going success of BARL and future events and is not tolerated. Everyone must report inappropriate behaviour to BARL officials.

5. Drugs, Alcohol and Tabaco/Smoking

- 5.1. The use of illicit or mind altering substances, consumption of alcohol and smoking in and around the venues which BARL operate, pose an unacceptable risk to others and to the continuation of BARL events, and the safe operation of robot fighting;
- 5.2. No person shall be under the influence of, or engage in the use of illicit, mind altering substances, or alcohol whilst at any BARL event.
- 5.3. Smoking is not permitted in and around any facility in which BARL operates.

6. Complaints and Grievances

- 6.1. BARL accepts and investigates complaints and grievances in accordance with the Complaints and Grievances policy.
- 6.2. BARL encourages and welcomes disclosures and complaints, and will not act unfavourably towards any person lodging a complaint.
- 6.3. BARL welcomes feedback about the rules, policies, and procedures; and feedback and complaints are accepted as an opportunity to improve.

7. Breach of code of conduct

- 7.1. Breaches of the code of conduct that demonstrate a wilful disregard for safety, the values, or constitute bullying or harassment that have, or would likely give rise to a

formal complaint, will be subject to the Complaints and Grievances policy, and may result in exclusion and bans from BARL.

- 7.2. Incidents of breaches of the code of conduct that have no element of maliciousness, intent, and whereby, would reasonably be considered to be of a minor issue; will be assessed by BARL on merit, for the need to constitute a breach pursuant to the Complaints and Grievances policy.

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