



Code of Conduct and Ethics

The purpose of this Code of Conduct and Ethics is to:

- Ensure a safe and positive environment within the Rockingham Photography Club including Committee correspondence, committee meetings, club meetings, external activities and events.
- Ensure members of the Rockingham Photography Club are committed to providing an environment in which all individuals are treated with respect.

Accordingly, the Rockingham Photography Club prohibits discriminatory practices by any member or guest. As a Club, we expect all persons to conduct themselves at all times in a manner consistent with the values of the Rockingham Photography Club and its members. This includes fairness, integrity, open communication and mutual respect **for all concerned**.

Conduct that violates this Code of Conduct and Ethics may be subject to disciplinary measures as determined by the Rockingham Photography Club Committee.

Who Does This Policy Apply To:

The policy applies to all Rockingham Photography Club Members and guests during the course of club business, activities and events, formal or informal, including but not limited to, workshops, events and meetings, as well as any RPC-affiliated social media groups, email or written correspondence.

All Members and guests of the Rockingham Photography Club have a responsibility to:

A) Maintain the dignity and self-esteem of any individual within the Application of this Policy 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, to avoiding 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 may use another member's image without permission/consent. This expressly includes copying an image from any of the Rockingham Photography Club Social Media platforms, including but not limited to the RPC club webpage, RPC Facebook (public and members' only) & RPC Instagram page. The only exception to this rule is a member's image may be used within the Club for the purpose of advertising a club event and/or for display at a RPC club meeting.

B) Refrain from any behaviour that constitutes harassment, where harassment is defined as: 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 and 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 cause 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 Rockingham Photography Club into disrepute, including but not limited to excessive use of alcohol, use of illicit drugs or other illegal, unethical or immoral activities.



Reporting of a violation or concerns

All complaints and/or concerns relating to this policy, must be placed in writing and handed to serving Rockingham Club Committee Member, or emailed to president@rockinghamphotographyclub.com.au

President

Rockingham Photographic Club