



# CODE OF CONDUCT AND SOCIAL MEDIA POLICY REGULATIONS

## CONTENTS

1.	NAME AND COMMENCEMENT .....	1
2.	OBJECT AND PURPOSE .....	1
3.	INTERPRETATION .....	2
4.	CODE OF CONDUCT .....	2
5.	BREACHES OF THE CODE OF CONDUCT .....	3
6.	DISCIPLINARY ACTION .....	4

### 1. NAME AND COMMENCEMENT

1.1 These regulations are the Code of Conduct and Social Media Policy (Code of Conduct) Regulations made by the Board under the New Zealand Rules of Harness Racing and Rules and clause 14.4 of the Constitution of Harness Racing New Zealand Incorporated.

1.2 These regulations come into force on 1 July 2021.

### 2. OBJECT AND PURPOSE

2.1 The object and purpose of this Code of Conduct is to ensure participants of New Zealand Harness Racing conduct themselves in an appropriate manner, particularly in their engagement with other participants and with a board member, member, panellist, employee, or contractor of:

2.1.1 Harness Racing New Zealand.

2.1.2 The Racing Integrity Unit.

2.1.3 The Judicial Control Authority.

2.1.4 The Racing Integrity Board.

2.1.5 TAB NZ.

- 2.1.6 Racing New Zealand.
- 2.1.7 Harness Racing Clubs.
- 2.1.8 Kindred Bodies

2.2 Other obligations are imposed upon participants under the Rules and associated HRNZ regulations. This regulation complements those Rules and regulations. The Rules of Harness Racing at all times prevail.

### 3. INTERPRETATION

3.1 In these regulations, unless the context otherwise requires:

**owner** has the same meaning as provided in rule 105(1) of the Rules.

**participant**—

- (a) means a person registered with HRNZ; and
- (b) includes (without limitation)—
  - (i) a trainer, driver, stablehand, or a person working at a harness training premises;
  - (ii) a breeder of standardbred horses;
  - (iii) an owner of a standardbred horse;
  - (iv) a person who otherwise deals with animals used for harness racing;
  - (v) a member of a Harness Racing Club; and
  - (vi) any other person to whom Rules apply.

**Rules or Rules of Harness Racing** means the New Zealand Rules of Harness Racing.

**social media** includes social networking sites, video and photo sharing websites, micro-blogging sites, weblogs (including corporate or personal blogs or blogs hosted by media publications), forums and discussion boards, online encyclopedias, and any other websites that allow persons to use simple publishing tools.

### 4. CODE OF CONDUCT

4.1 It is expected participants will:

- 4.1.1 Comply with the Rules of Harness Racing.
- 4.1.2 Comply with the law at all times and avoid any situation where they could

be in breach of the law.

4.1.3 Comply with the Human Rights Act 1993 and the Privacy Act 2020 and understand how that legislation should influence behaviour.

4.1.4 Act honestly and fairly.

4.1.5 Not act in a way that would bring harness racing into disrepute, in particular when making public statements or using social media related to harness racing, participants are required to:

4.1.5.1 identify themselves;

4.1.5.2 ensure they do not knowingly use the identity of another participant or an employee of a harness racing related individual, including variations of a name;

4.1.5.3 not comment on or disclose confidential information (e.g. matters which are the subject of an ongoing inquiry or investigation);

4.1.5.4 post informed and factually accurate information and, when offering a personal perspective on a matter, that commentary and opinion does not cause damage to the image of harness racing and does not breach the Rules of Harness Racing or this Code of Conduct.

4.2 Participants may use The Protected Disclosures Act 2000 that provides a safe opportunity for participants to raise concerns about inappropriate actions.

## **5. BREACHES OF THE CODE OF CONDUCT**

5.1 Examples of conduct which could be dealt with as a breach of this code of conduct include, but are not limited to inappropriate, insulting, abusive, defamatory, or threatening communication or behaviour, discrimination or harassment (sexual or otherwise) directed at or to other participants, or at or to a board member, member, panellist, employee, or contractor of one or more of the following:

5.1.1 Harness Racing New Zealand.

5.1.2 The Racing Integrity Unit.

5.1.3 The Judicial Control Authority.

5.1.4 The Racing Integrity Board.

5.1.5 TAB NZ.

5.1.6 Racing New Zealand.

5.1.7 Harness Racing Clubs.

5.1.8 Kindred Bodies.

5.2 A breach of the code of conduct may be committed through, without limitation, any of the following means:

5.2.1 Phone call or video.

5.2.2 Phone text message.

5.2.3 Email.

5.2.4 In person.

5.2.5 Live or recorded broadcast.

5.2.6 Social media.

5.2.7 In writing.

5.2.8 By facsimile.

## **6. DISCIPLINARY ACTION**

6.1 In determining disciplinary action, HRNZ management may take into account, without limitation, the following matters:

6.1.1 If applicable, the participant's right of freedom of expression, including whether the conduct:

6.1.1.1 was proportionate to any legitimate aim being pursued; and.

6.1.1.2 is supported by reasons that are relevant and sufficient.

6.1.2 The seriousness of the breach.

6.1.3 The participant's role in the events that led to the breach and any mitigating circumstances (if any).

6.1.4 Whether the breach is part of a persistent course of conduct by the participant and whether such conduct is linked.

6.1.5 Whether the participant has received any other form of sanction for the conduct.

6.1.6 The extent to which the participant's breach brings harness racing into disrepute.

6.2 HRNZ management may direct, without limitation, one or more the following:

6.2.1 A requirement that the participant attend a meeting at HRNZ with management.

6.2.2 A record be placed on the participant's disciplinary record.

- 6.2.3 A referral to the Racing Integrity Unit or Racing Integrity Board for consideration of laying charges under the Rules.
- 6.2.4 A requirement to attend a meeting with the HRNZ Licensing Panel for review of license status.
- 6.2.5 A recommendation to the Board that it reviews the participant's license under Rule 324.

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