





## Code of Conduct / Behaviour

### Code of Conduct

In order to achieve and maintain its Core Values, IHRA Australia has a Code of Conduct which is a collection of statements that establish what IHRA Australia considers its members hold as an acceptable standard of behaviour and conduct.

These codes establish how IHRA Australia expects its members to behave. Codes of conduct or behaviour provide a guide and basis of expectations and encourage commitment to ethical and professional behaviour and outline principles on which IHRA Australia are based.

IHRA Australia requires every individual and organisation bound by the Policy to:

- Be ethical, fair and honest in all their dealings with other people and IHRA Australia
- Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations
- Always place the safety and welfare of children above other considerations
- Comply with IHRA Australia constitution, rules and policies including the Policy which takes precedence over any existing policy
- Operate within the rules and spirit of the sport
- Comply with all relevant Australian Laws (Federal and State), particularly anti-discrimination and child protection laws
- Be responsible and accountable for their conduct

### Penalties

Any breaches of the above mentioned code may result in tribunal action. Penalties incurred may include monetary fines or a suspension of licence, refusal of IHRA Australia licence and/or competition privileges or any other action deemed fit by IHRA Australia.



# Social Media Policy

<b>POLICY TITLE:</b>	IHRA Australia Personnel, Stewards/Officials, Competitors, Team personal, Media Personal
<b>PURPOSE:</b>	Promote Responsible Use of Social Media
<b>INTRODUCED:</b>	May 2018
<b>REVIEW FREQUENCY:</b>	Annually
<b>RESPONSIBLE:</b>	IHRA Australia Media Department

## Introduction

The IHRA Australia recognises that Social Media has increasing prevalence in both the professional and private lives of all members of the IHRA Australia community.

Social Media offers the opportunity for people to gather in online communities of shared interest and create, share or consume content in ways that can be beneficial to the sport of Drag Racing and IHRA Australia. We appreciate the value in using Social Media to build more meaningful relationships with fans, the racing community and other stakeholders.

## Purpose

IHRA Australia aims to promote the responsible use of Social Media.

It is important that the reputation of IHRA Australia and the sport of Drag Racing is not tarnished by anyone using Social Media tools inappropriately, particularly in relation to content that might reference IHRA Australia, drag racing, racers, officials or administrators involved in the sport.

When someone clearly identifies their association as accredited media or otherwise with either IHRA Australia or within Drag Racing and/or discusses their involvement in the organisation in these types of forums they are expected to behave and express themselves appropriately, and in ways that are consistent with the values respected by IHRA Australia.

This policy provides guiding principles to follow when using Social Media and sets the expectations of IHRA Australia when those associated with the sport are engaging in Social Media.



## Scope

This policy applies to accredited media, accredited team media and contractors representing either media organisations or race teams at IHRA Australia.

The policy covers all forms of Social Media. Social Media includes but is not limited to, such activities as:

- maintaining a profile page on social or business networking sites (such as Instagram, Facebook, Twitter, LinkedIn or MySpace);
- content sharing include Flickr (photo sharing) and YouTube (video sharing);
- commenting on blogs for personal or business reasons;
- leaving product or service reviews on retailer sites, or customer review sites;
- taking part in online votes and polls;
- taking part in conversations on public and private web forums (message boards); or
- Editing a Wikipedia page.
- Endorsing or entering a “Like” to other people’s comments.

The intent of this policy is to include anything posted online where information is shared that may affect IHRA Australia as an organisation, officials, members, racers, fans, colleagues, clients or sponsors.

## Guiding Principles

Engaging in Social Media can have many positive benefits and is encouraged when it is done in the right way with respect and care for others and to ensure that the IHRA Australia brand is not compromised.

The Web is not anonymous. Anyone associating themselves with IHRA Australia should assume that everything they write or post can be traced back to them.

Social Media has blurred the lines between people’s personal and professional time and space. It is important to understand that the impact of a person’s Social Media presence can have repercussions in both their personal and professional lives.

When using the internet for professional or personal pursuits, all members of the IHRA Australia community must respect the brand of IHRA Australia and ensure the intellectual property of IHRA Australia and our relationships with sponsors and stakeholders is not compromised or brought into disrepute.



## Specific Usage Principles

For all media and team media representatives associating themselves with IHRA Australia when using Social Media, such use of social media:

- must be consistent with IHRA Australia values of respect, integrity, inclusiveness, excellence, fun and people;
- must not use inappropriate, foul or offensive language including abbreviations that could reasonably be viewed as offensive;
- Must not contain or link to libelous, defamatory or harassing or bullying content. This also applies to the use of nicknames or illustrations;
- must not post images that could be reasonably considered offensive;
- must not comment on, or publish, information which is confidential or in any way sensitive to IHRA Australia, its sponsors or partners;
- must not bring IHRA Australia, staff or any partners into disrepute;
- must not involve the use of the IHRA Australia Brand to endorse or promote any product, opinion, cause or political candidate; and it must be abundantly clear to all readers that any and all opinion shared are those of the individual and do not represent or reflect the views of IHRA Australia.

## Consideration Toward others when using Social Networking Sites

Social Networking sites allow photographs, videos and comments to be shared with thousands of other users. When using Social Media it must be recognised that it may not be appropriate to share photographs, videos and comments in this way.

For example, there may be an expectation that photographs taken at IHRA Australia events will not appear publicly on the internet. In certain circumstances posting such material could potentially breach the Privacy Act or inadvertently make IHRA Australia liable for breach of copyright.

All media associated with IHRA Australia should be considerate to others in such circumstances and should not post information when they have been asked not to, or consent has not been sought and given. They should also remove information about another person should they be asked to do so.

Under no circumstances should offensive comments be made online.

## Branding and Intellectual Property

It is important that any trademarks belonging to IHRA Australia are not used in personal Social Media applications, except where such use can be considered incidental (where incidental is taken to mean “happening in subordinate conjunction with something else”). Trademarks include but are not limited to IHRA Australia logos.

Note that this Policy is designed to function alongside the terms and conditions lay out in the IHRA Australia Media Accreditation Application form, to be completed and signed each season.



## Accredited Media and Team Media Representatives

At IHRA Australia we understand that there are a range of electronic tools to communicate and engage with fans, racing community and the wider community.

An IHRA Australia communications person will be appointed to provide accountability and control over material published on our Website and any related discussion groups or Social Media websites such as Facebook, YouTube or Twitter.

When you are using electronic tools to communicate, you must act in a manner consistent with the values of IHRA Australia and in so doing will:

- be professional and ensure all communications/posts (written, photos, videos) are family friendly and feature positive news and events;
- treat all Social Media postings, blogs, status updates as public “comment”;
- not disclose personal information about any community members without consent;
- not make statements that are misleading, false or likely to damage a person’s reputation;
- not use discriminatory, intimidating, bullying or offensive statements;
- Respect copyright laws and fair use of copyrighted material.

IHRA Australia will continually monitor posts by third parties on electronic sites administered by IHRA Australia and will block posts that are considered to be inappropriate or offensive or inconsistent with IHRA Australia’s values and general standards of decency.

## Breach of Policy

IHRA Australia will continually monitor online activity in relation to our venue and associated events.

If detected, a breach of this policy may result in disciplinary action being taken under the Code of Conduct. Depending on circumstances and who is involved, disciplinary action may include suspension or cancellation of competition privileges, verbal or written warnings or in serious cases, fines and / or individuals being suspended from the venue and or event.



## IHRA Australia Social Media

### Tip Sheet

- Social Media can have many positives for you as an individual and for IHRA Australia as a venue and event host, but history shows us that inappropriate use can lead to poor outcomes with significant consequences.
- Your use of Social Media to engage with your friends, family, our fans and the wider community is encouraged but please do so knowing that as IHRA Australia Accredited Media you have a responsibility to uphold the image of the sport and our venue.
- Posts on Social Media are no different than speaking into a live microphone or voice recorder and can be readily reported in main stream Media – only post what you would be comfortable with appearing in the mainstream Media!
- Social Media posts are permanent and your accounts/posts will identify you directly so always ensure the Social Media content you post is consistent with the IHRA Australia values.
- Rules of common decency apply! Images and words used in Social Media reflect on you and our venue.
  - Inappropriate language including abbreviations should never be used.
  - Don't post photos of an offensive or sexual nature.
- IHRA Australia matters - do not discuss or disclose information you may have about IHRA Australia matters such as events, racing, accidents (yours or others), etc.
- Be respectful to your colleagues – do not engage in inflammatory or derogatory posts in these areas.
- Don't pick fights or arguments in Social Media forums - best to simply ignore those trying to antagonise!
- Be the first to correct your own mistakes.
- It is never a good idea to post when under the influence of alcohol or when your judgment is impaired.
- Always pause and think before posting and if in doubt consult someone whose judgment you trust.