



CODE OF CONDUCT REGULATIONS

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1. NAME AND COMMENCEMENT

- 1.1 These regulations are the Code of Conduct Regulations made by the Board under the New Zealand Rules of Harness Racing and clause 14.4 of the Constitution of Harness Racing New Zealand Incorporated.
- 1.2 These regulations come into force at [a date to be agreed by the Board].

2. OBJECT AND PURPOSE

- 2.1 The purpose of this Code of Conduct is to:
- 2.1.1 Set a standard of conduct required by all participants in harness racing.
 - 2.1.2 Ensure a clear understanding of what is expected and required in our conduct and behaviours to ensure a positive, healthy, supportive and professional working environment.
 - 2.1.3 Protect our sport, our people, and our reputation.
 - 2.1.4 Ensure participants conduct themselves in an appropriate manner, particularly in their engagement with other participants and with a board member, committee member

panellist, employee, or contractor of:

- a. Harness Racing New Zealand.
- b. The Racing Integrity Board.
- c. TAB NZ.
- d. Racing New Zealand.
- e. Harness racing clubs.
- f. 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 or Kindred Body; 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. COVERAGE

- 4.1 This code applies to all participants, employees of HRNZ and the members of the Board.
- 4.2 This code does not affect any other obligations imposed under the Rules or any other regulations.

5. GENERAL STANDARDS

- 5.1 Person to who this Code of Conduct applies must:
 - 5.1.1 Maintain their competence in their field of expertise and to undertake continuing education and professional development.
 - 5.1.2 Work within the limits of their knowledge, training, experience and expertise.
 - 5.1.3 Provide ongoing education to cadets employed by them.
 - 5.1.4 Act with care and diligence and perform their duties in a manner that protects the health and safety of themselves and others with whom they work.
 - 5.1.5 To act with integrity in a responsible and trustworthy manner in their dealing with others.
 - 5.1.6 Read, understand, keep up to date, comply, and uphold all applicable harness racing rules, regulations, directives, and orders.

6. PROHIBITED SUBSTANCES, PROHIBITED PRACTICES, MATCH FIXING, AND BETTING

- 6.1 All participants must abide by the applicable rules relating to prohibited substances and prohibited practices and ensure appropriate safeguards are in place to ensure these rules are not contravened.
- 6.2 All participants must abide by the applicable rules relating to betting on harness races.
- 6.3 All persons to whom this code applies must comply with the TAB-NZ Betting Rules.
- 6.4 All persons to whom this code applies must not engage in race fixing or misuse inside information relating to racing.

7. INTERACTION WITH OTHERS

7.1 Persons to whom this code applies must:

- 7.1.1 Recognise their interactions with others involved in harness racing must be appropriate. They must respect the privacy of others and not take advantage of a relationship they have with another.
- 7.1.2 Treat everyone with respect, courtesy and without harassment or unlawful discrimination.
- 7.1.3 Take all reasonable steps to eliminate any forms of unlawful discrimination and any physical, verbal or emotional bullying or abuse by or of others.
- 7.1.4 Maintain confidentiality of personal information and confidential information, whether received verbally, in writing or otherwise.
- 7.1.5 Act with freedom from prejudice or malice in dealing with participants, the Racing Integrity Board, and HRNZ.

8. REPUTATION

- 8.1 Persons to whom this code applies must behave in a way that enhances and supports the good reputation of harness racing and does not bring harness racing into disrepute.
- 8.2 When making public statements or using social media related to harness racing, participants should provide informed and factually accurate information and ensure that any commentary or opinion does not cause damage to the reputation of harness racing and does not breach the Rules of Harness Racing.

9. DISCLOSURES

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

10. BREACHES OF THE CODE OF CONDUCT

- 10.1 All persons to whom this Code applies have an obligation to report any behaviour or conduct which may be in breach of this Code. Failure to do so is, in itself, a breach of this Code.
- 10.2 A breach of the code of conduct must be reported to HRNZ.

- 10.3 In determining whether or not to take any action in relation to any statement HRNZ must take into account the persons right of freedom of expression and whether the conduct was proportionate to any lawful aim being pursued and whether it is supported by appropriate reasons.
- 10.4 HRNZ may direct, without limitation, one or more the following:
- 10.4.1 No action be taken.
 - 10.4.2 A requirement that the person attend a meeting at HRNZ with management.
 - 10.4.3 A record be placed on the person's disciplinary record.
 - 10.4.4 A referral to the Racing Integrity Board for consideration of laying charges under the Rules.
 - 10.4.5 A requirement to attend a meeting with the HRNZ Licensing Panel for review of license status.
 - 10.4.6 A recommendation to the Board that it reviews the participant's license under Rule 324.