

## Competitors Code of Conduct Agreement

This code of conduct contains The Keema Excel Cup (KEC) guidelines and expectations concerning behaviour and conduct of our competitors and other people under direction or representing KEC at any time or in any place including, without limitation:

- At KEC events such as race meetings and social or general club events,
- At all motoring events whether representing KEC or not,
- While travelling to or from those places; and
- At all other times when you are in attendance with your vehicle wearing Keema Logo's.

### Online Social Media

#### **Introduction**

KEC recognises that many Competitors choose to participate in online communities of shared interest and create, share or consume content. We respect the rights of our competitors to use blogs and other social media tools (Facebook, Twitter, YouTube etc) not only as a form of self-expression, but also sometimes to conduct other activities. It is important that all competitors are aware of the implications of engaging in forms of social media and online conversations that reference KEC competitors.

#### **KEC's expectations of member's personal behaviour in online social media**

There is a big difference in speaking "on behalf of KEC" and speaking "about" KEC. The following principles refer to those personal or unofficial online activities where you might refer to KEC, be it during or outside of a race event.

#### **1. Have fun, but be smart**

Approach the online world in the same way as we do the physical one – by sound judgment and common sense, and critically by ensuring you adhere to KEC's policies around privacy, discrimination, harassment, and confidentiality. Remember never to disclose non-public information about KEC.

#### **2. Act in alignment with our culture**

Our guiding principles and vision and values give clear guidance as to what is acceptable and what is not.

#### **The Foul Language Rule**

All swear words (heavy & common) are prohibited - including words with letter substitutions such as asterisks, dashes or any other symbol. There will be no use of profanity. Posts containing any words of this nature will be deleted, and the offender will be reprimanded as asked to explain why their conduct was unbecoming.

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#### **The Personal Attack Rule**

Abuse, insults and personal attacks directed at other people, particularly other site users, or Forum moderators, are unacceptable. There is no grey area in what is a personal attack - it is when a negative statement is directed towards another person. If you disagree with someone on a point, do not resort to name calling or personal attacks; rather argue the merits of their points. There will be no posts meant to offend or hurt any other member, in a manner which is offensive or inflammatory. There will be no racial, ethnic, gender based insults or any other personal discriminations.

**3. You are responsible for your actions** Anything you post that can potentially tarnish KEC competitors or the clubs reputation, will ultimately be your responsibility. This is obviously a difficult thing to specify, so "if in doubt, don't".

#### **4. Be a “Scout” for compliments or criticism**

You as a member are one of our most vital assets for monitoring the social media landscape. If you come across positive or negative remarks about KEC or competitors that you believe are important, consider sharing them by forwarding to the Executive Committee.

#### **5. be conscious when mixing your business and personal lives**

Online, your personal and business personas are to intersect. KEC respects your right to free speech, but you must remember that other competitors and families will often have access to what you post – whether you intended it or not. Even where it is inadvertent, there is potential for you to find yourself embroiled in conflict and / or innuendo that may be detrimental to your personal and / or club relationships with other competitors.

#### **6. Know that the internet is permanent**

Once information is posted online, it is essentially part of a permanent record, even if you “remove/delete” it later or attempt to make it anonymous. Modern technology means that there is always a risk that your posts can reappear to be traced at any time.

#### **Breach of Policy**

As is always the case, a failure to adhere to KEC policies may result in disciplinary action that may range from a warning to termination of your competitorship. It is very important that when referring to KEC or competitors in the social media space as covered by this policy, you do not directly or indirectly put yourself in a position where such failure to comply may be assumed.

#### **This conduct as amended from time to time, binds all Competitors of KEC.**

Where this Code of Conduct refers to laws, legal procedures or documents or rules or directions of persons or bodies other than KEC, it is the member’s duty and obligation to apprise him or herself of those laws, procedures, rules and directions as they may be in force from time to time.

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#### **All Competitors are required to act in accordance with the following:**

##### **a) Professionalism**

(i) Acknowledge that KEC carries on the business of providing fair, safe and socially responsible motorsport activities, an activity which is, therefore, vulnerable if its media, public or professional image is tarnished in any way.

(ii) Act professionally and represent KEC in a professional manner at all times.

(iii) Competitors must not publicly do or say (or omit to do or say) anything which is (or may be construed as) detrimental, prejudicial, offensive or unfavourable to KEC competitors (or persons or entities related to our competitors legally or professionally), or which might generate unfavourable or undesirable criticism of them or of any of their products, services or personnel.

##### **b) Good Sportsmanship**

Acknowledge that part of the activity is in the highly publicised and visible activity of motor sport and must behave towards others in a sportsmanlike manner.

##### **c) Honesty**

All competitors must not behave in a manner that exhibits bias or commit any premeditated breach of the law or privately imposed rules or regulations.

##### **d) Integrity including not gambling**

Competitors must not gamble or wager in relation to any Motor Race Event or its outcome to which they are involved.

##### **e) Compliance to the law**

Competitors must comply with all laws, statutes, rules, codes of practice, regulations or by-laws, in force from time to time, whether relating to KEC, motor sport in general or any applicable other matter.

##### **f) Consideration of KEC, Event Organisers and Key Stakeholders**

All competitors must recognise the authority of, and comply with the rules, regulations, determinations, resolutions, directions or orders from time to time in force or made of all organisations and professional bodies which control

clubs or any other aspect of the club from time to time, in particular, but not limited to, safety and disciplinary matters.

**g) Compliance to venue rules**

Competitors must observe and perform the terms and conditions of any lease, licence, entry ticket or other agreement in force for any venue used for any event and comply with any applicable rules or regulations affecting the use of the venue or any instructions including Officials of the meeting instructions, or requests made by or on behalf of the owner, lessee or licensee of the venue.

**h) Compliance to health, safety and other issues**

All Competitors shall comply with the applicable Queensland Occupational Health and Safety laws.

**i) Respect of Intellectual property**

Without limiting their obligations, competitors must not do (or omit to do) or be involved in the doing (or omission) of any act or thing by which intellectual property rights owned by KEC may be lost or detrimentally affected. In addition, competitors shall not release documents or other information acquired during their duties without the prior authorisation of the KEC Executive Committee.

**j) Alcohol and Drugs**

Whilst representing the KEC competitors must not be under the influence of illicit substances. The KEC is bound by The Recreation and Competitive Events Resources & Services Pty Ltd (RACERS) and The Confederation of Australian Motor Sport (CAMS) Anti-Doping Policy's and the Queensland Government Anti-Doping Policy. All policies are available on the Internet or by contacting KEC committee competitors. Alcohol consumption by competitors is controlled by the relevant Queensland State laws in respect to intoxication before during or after events.

**k) Exercise Common Sense**

Competitors must recognise that the conduct by them on behalf of KEC, including, without limitation, motor sport events, is by its nature hazardous and must, therefore, exercise common sense at all times.

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**l) Expulsion of Competitors**

If any competitor shall refuse or neglect to comply with any of the rules or by-laws of the series or shall be guilty of conduct which, in the opinion of management is injurious to the character or interests of the series, the management may reject their entry.

**m) Questions and Policies**

Any questions, clarifications or requests for copies of policies should be directed in writing to the Category Manager of the KEC.

Please sign below indicating that you have read and agree to the Code of Conduct of the Keema Excel Cup

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Witnessed by a Management Member: \_\_\_\_\_

Date: \_\_\_\_\_