



Code of Conduct for Members and Their Dogs January 2019

The primary objective of the Club is to promote responsible dog ownership through the training, handling and exhibition of dogs in dog sports.

The Club respects the authority of other parties with concern to governance and application of such things as the Canadian Criminal Code, Municipal Bylaws and the rules of conduct for various dog sport associations. However, it's essential for self-governance that the Club has a well-defined Code of Conduct for members and their dogs as well as a reasonable and clear response should a transgression of this Code occur.

Code of Conduct

Club members shall at all times be courteous and conduct themselves in a manner that will not bring discredit to the Club or the dog sports in which they are participating.

Similarly, it's expected that Club members' dogs behave appropriately and not demonstrate undue aggression at any time.

The Club defines undue aggression as an unprovoked attack on another dog, animal or human, involving physical contact whether injury occurs or not. Barking, growling, baring of teeth or lunging are undesirable and should be strongly discouraged, but are not considered undue aggression for the purposes of the Code.

Misconduct

For the purposes of this document, "Misconduct" shall include, but not be limited to:

- a) Club Members:
 - 1. Abusive or foul language
 - 2. Hostility towards fellow Club members, competitors, judges, various association representatives, sponsors, hosts or spectators
 - 3. Inhumane treatment of a dog
 - 4. Demonstration of poor sportsmanship
 - 5. Any other behaviour that may result in an unfavourable opinion of the Club or the dog sport
- b) Club Dogs:
 - 1. Acts of undue aggression toward another dog, handler, participant or spectator

Incidents of Perceived Misconduct

Incidents of perceived misconduct should be promptly reported to the Executive.

Should incidents of perceived misconduct occur that require immediate action, the Club Executive may, at their discretion, impose a temporary suspension of the member(s) and/or dog(s) involved from competition, practice or other Club-sanctioned events.

Failure of a member to comply with temporary suspension may result in their Club membership being revoked.

Process for Filing a Charge of Misconduct

- a) Any individual or organization may file a charge of misconduct against a Club member.
- b) All charges of misconduct will be reported to the Executive.
- c) The Executive will prepare a written incident report documenting the alleged misconduct based on the testimony of the complainant and any witnesses to the incident. The report will be provided to the defendant and to the Club President or designate, within 72 hours (or as soon as reasonably possible).
- d) The defendant must then provide the Executive with a written response to the charges within 72 hours. If the defendant requires an extension of this time limit, prior approval for this must be obtained from the Executive. If the defendant does not provide the Executive with a written response, he or she will be considered to have accepted the allegation without contest.

- e) The Executive will ensure that the complainant receives a copy of the incident report and a copy of the written response from the defendant, if there is one. If the defendant does not contest the allegation, then a Conduct Hearing, steps (f) through (j) may not be required.
- f) Upon receipt of these documents, the Club Executive will set a date, time and place for a Conduct Hearing. Whenever possible, this date should be within two weeks of the charge being made.
- g) Both the defendant and the complainant shall be notified as to the date and time of the hearing by the Club Secretary or designate. In the interest of avoiding undue conflict between the defendant and the complainant (and/or the Club Executive), neither will be permitted to be present during the hearing itself.
- h) In the event that either the defendant or the complainant is a member of the Club Executive, he or she will recuse themselves from participation in the Conduct Hearing so as not to vote on or otherwise gain advantage toward the outcome.
- i) A Chairperson and a Recording Secretary for the hearing will be appointed from the participating members of the Club Executive.
- j) The Club Executive may direct requests for additional information to the witnesses of the incident during the Conduct Hearing. If this information is not immediately available, the Executive may choose to adjourn and reconvene the hearing at a later time or date. The Club Secretary, or designate, will advise both parties of the date and time of rescheduling should this occur.
- k) As part of its deliberations, the Executive will take into account the past conduct history of the defendant and/or his/her dog.
- l) Should a charge of misconduct be accepted by the defendant or reached by a majority vote during a Conduct Hearing, the Executive may suspend, place on probation, or revoke the Club membership of the offender or his/her dog, and/or take any other such action as they deem appropriate.

Consequences for Misconduct

- a) **Probation** – For incidents of minor or initial misconduct the Executive may choose to simply place the offender on probation for a period not to exceed three months. A member placed on probation may continue to attend Club practices, demos and other public events. If, however, a second proven incident of misconduct occurs during the probationary period, the offender will automatically be suspended from Club activities for a period of time not to exceed six months.
- b) **Suspension** – In the case of more serious or repeated misconducts, a member may be suspended from some, or all Club activities for a period of time not to exceed six months, depending on the seriousness of the offense. A pro-rated refund of unused membership fees will be made to the member in this instance.
- c) **Member Expulsion** – In the case of extreme or chronic misconduct, a member may be permanently expelled from the Club. A pro-rated refund of unused membership fees will be made to the member in this instance.
- d) **Dog Probation** – In the case of minor aggression not resulting in ANY physical injury, the offending dog may continue to attend Club practices (but not demos or other public events) on a probationary basis for a period of time not to exceed six months. Should no further proven incidents of undue aggression occur during the probationary period, the Executive may approve the dog's return to participation in demos or other public events.
- e) **Dog Suspension** – In the case of a second incident of minor aggression, the offending dog will be suspended from participating in ANY club activities until such time as it has successfully completed remedial training. Written confirmation from the trainer/behaviourist must be presented to the Executive for review and approval. In the case of moderate aggression resulting in physical injury, but not serious enough to require veterinary attention, the offending dog may not participate in any club activities until such time as it has successfully completed remedial training. Written confirmation from the trainer/behaviourist must be presented to the Executive for review and approval.
- f) **Dog Expulsion** – In the case of a third incident of minor aggression or a second incident of moderate aggression, the offending dog will be banned from all further Club activities. In the case of extreme aggression resulting in serious injury requiring veterinary attention, the offending dog will be banned from all further Club activities.

After the Executive has made its ruling and determined what, if any, censure or sanctions will be imposed, the hearing Chairperson shall notify the defendant and the complainant of the ruling and any censure or sanctions to be imposed. The Hearing Secretary shall prepare a report of the proceedings for the records and send a duplicate copy to the defendant and the complainant.

All rulings of the Club Executive with regard to charges of misconduct shall be final.

Note:

No set of guidelines can cover all individual situations that can and will arise. Thus, when individual situations not explicitly covered by these guidelines do arise, the Club Executive will determine an appropriate response.

It's understood that any such response shall be in keeping with the general principles outlined in this policy.