GOVERNANCE POLICY

Member Code of Conduct and Ethics of the Malanda Pastoral, Agricultural and Industrial Society Inc

Standards for respectful membership and responsible participation

Commencement and Non-Retrospective Application

This Code of Conduct and Ethics of the Malanda Pastoral, Agricultural and Industrial Society Inc (hereafter referred to as the Malanda Show Society) shall take effect from Wednesday 23rd September 2026.

The provisions of this Code shall apply prospectively only and shall not be applied retrospectively to any conduct, incident, competition, event, or activity that occurred prior to Wednesday 23rd September 2026.

No person shall be subject to disciplinary action, penalties, or sanctions under this Code in relation to matters arising from previous years' activities conducted by the Malanda Show Society.

Nothing in this provision prevents the Society from addressing historical matters in accordance with any rules, policies, or legal obligations applicable at the time of the relevant conduct.

Definition of a member

- Any person who has made a written membership application to join the Malanda Show Society and this application has been accepted by the current management/executive committee.
- Once accepted, members are required to pay the applicable membership fee annually to remain a member, excepting Life members who have had their fees waived. When membership fees are in arrears for a period of two months or more the person will no longer be considered a member.
- One membership is entitled to one vote at a committee meeting and the Annual General Meeting.
- One membership fee allows two tickets to the 3-day show.
- Noncompliance with the following Code of Conduct could result in membership withdrawal.

1. Purpose

Members play an important role in the governance, reputation, and future of the Malanda Show Society.

This Code sets out the conduct expected of members and supports respectful participation, sound decision-making, and confidence in the Society's activities.

2. Scope

This Code applies to all members of the Malanda Show Society when:

- Attending general meetings, committee meetings, or other Society activities.
- Acting in an elected, appointed, or delegated role.
- Communicating with members, volunteers, employees, exhibitors, sponsors, or the public.
- Representing or identifying themselves with the Society and
- Using social media or other communication channels in connection with Society business.

Committee members and office-bearers may also be subject to additional governance responsibilities under the Society's Constitution, rules, policies, and applicable legislation.

3. Expected standards of conduct

All members will be expected to:

Act in the Society's interests

- Support the objectives, reputation, and long-term interests of the Malanda Show Society.
- Act honestly, responsibly and in good faith.
- Use Society funds, property, and resources only for authorised purposes.
- Use membership and any Society position to advance the Society's interests and authorised purposes.
- Take an active interest in the full range of the Society's activities and responsibilities, including outdoor exhibits and sections, hall sections, agricultural camps, Balls, and other community events organised by the Society.
- Respect decisions made under the Society's Constitution, rules, and procedures.

Behave respectfully

- Treat members, volunteers, employees, exhibitors, judges, sponsors, contractors and patrons with dignity and courtesy.
- Allow others to express their views without interruption, ridicule, or intimidation.
- Disagree respectfully and focus discussion on issues rather than personalities.

- Dress appropriately for meetings, Show Society events and other occasions when representing the Society.
- Promote a safe and inclusive environment through respectful conduct and communication.
- Uphold the reputation of the committee and the Malanda Show through responsible conduct.
- Comply with all community laws and regulations, including criminal activity and workplace health and safety laws.

Participate responsibly

- Participate constructively in meetings and activities/events.
- Follow meeting procedures and directions from the chair.
- Voice concerns in a respectful manner at an appropriate time. Be welcoming of all discussions and listen with an open mind.
- Contribute to relevant volunteer working bees and assist with the Society's responsibilities wherever reasonably possible, including before, during and after events. Provide practical assistance with activities such as physical tasks, catering, paperwork, transport, and equipment use; complete accepted responsibilities promptly; and advise the appropriate person as soon as possible if unable to complete a task.
- Respect the roles and authority of employees, office bearers, coordinators, stewards, and other authorised representatives.

Manage conflicts of interest

- Disclose actual, potential, or perceived conflicts of interest promptly.
- Withdraw from related discussions or decisions when directed.
- Respect the independence of other people's decisions and disclose any relevant personal interest.
- Ensure that any related-party dealings are open, fair, and appropriately authorised.

Maintain confidentiality

- Protect confidential, private, and sensitive information.
- Maintain the confidentiality of meeting discussions, financial reports, documents, and personal information.
- Use confidential information only for authorised Society purposes.
- Continue to respect confidentiality after leaving the committee or ending membership.

Communicate appropriately

- Ensure statements made on behalf of the Society are authorised and accurate.
- Clearly distinguish personal opinions from official Society positions.
- Use email, messaging groups, and social media respectfully.

- Publish material relating to the Society and its people that is accurate, respectful, appropriate, and authorised, while protecting confidential information.
- Use the Society's complaints process to raise concern

4. Gifts and benefits

Decline gifts, benefits or hospitality that could improperly influence, or reasonably appear to influence, the performance of Society responsibilities.

Any significant gift or benefit connected with a Society role should be declared to the committee and recorded where appropriate.

5. Use of information and records

Members must:

- Keep accurate and honest records when responsible for Society business.
- Return Society documents, property, passwords, and records when requested.
- Preserve Society records, and only alter, remove, or dispose of them with proper authority.
- Follow applicable privacy, recordkeeping, and financial procedures.

6. Breaches of this Code

Alleged breaches will be managed under the Society's Grievance and Complaints Policy, Constitution, and rules.

Possible outcomes may include:

- Providing informal guidance or mediation.
- Requesting an apology or corrective action.
- Providing training or additional supervision.
- Issuing a formal warning.
- Removing a person from a delegated duty, subcommittee, or representative role.
- Taking disciplinary action under the Society's Constitution or rules; or Membership/ Executive Role withdrawal.
- Referring the matter to an external authority where necessary.

Nothing in this Code overrides any rights or procedures contained in the Society's Constitution or applicable legislation.

7. Acknowledgement

Payment or renewal of membership fees represents an agreement to comply with this Code, the Society's Constitution and all applicable policies and procedures.

Policy administration

Adopted by	Malanda Show Society Committee
Date adopted	Wednesday 23rd September 2026
Commencement date	Wednesday 23rd September 2026
Review date	Thursday 23rd September 2027
Responsible officer	Malanda Show Executive Committee