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

Standards for safe, respectful, and responsible Volunteering

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 apply 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.

1. Purpose

The Malanda Show Society values the contribution of every volunteer who gives their time, knowledge, and energy to support the Malanda Show and associated activities.

This Code establishes the standards of conduct expected of all volunteers and helps ensure that the Society provides a safe, respectful, inclusive, and enjoyable environment.

2. Scope

This Code applies to all volunteers assisting with activities conducted or supported by the Malanda Show Society, including:

- Assisting with Show preparation, operation, and pack-down.
- Supporting stewarding and judging activities.
- Assisting with competitions, displays, and entertainment.

- Supporting fundraising and community events.
- Participating in working bees and maintenance activities.
- Supporting committee and subcommittee activities.
- Assisting with youth programs and ambassador competitions.
- Contributing to online and social media activities.
- Representing the Malanda Show Society on any occasion.

3. Expected standards of conduct

All persons volunteering for the Malanda Show Society should:

Respect and inclusion

- Treat all people with courtesy, dignity, fairness, and respect.
- Welcome people of different ages, abilities, backgrounds, identities, and experiences.
- Promote a safe, inclusive, and respectful environment through appropriate conduct.
- Respect the opinions and contributions of others, even when disagreements occur.
- Use appropriate language and behaviour around children, young people, and members of the public.

Safety and wellbeing

- Take reasonable care of their own health and safety and that of others.
- Follow all safety directions, procedures, and emergency instructions.
- Undertake only duties they are competent, authorised and physically able to perform.
- Promptly report hazards, accidents, injuries, near misses and unsafe behaviour.
- Remain unimpaired and fit to perform their duties safely.
- Follow all child-safety, animal-welfare, and biosecurity requirements relevant to their role.

Integrity and professionalism

- Act honestly, fairly and in the best interests of the Malanda Show Society.
- Carry out allocated responsibilities reliably and to the best of their ability.
- Arrive at the agreed time or advise the relevant coordinator if unable to attend.
- Follow reasonable directions from authorised coordinators, stewards, and committee members.
- Use Society property, funds, information, equipment, and resources responsibly and only for authorised purposes.
- Perform the volunteer role in the Society's interests and for authorised purposes.

- Declare any actual, potential, or perceived conflict of interest.
- Respect the authority and independence of judges and officials.

Confidentiality and privacy

- Protect personal, confidential, or sensitive information obtained through volunteering.
- Access only the information needed to perform an authorised role.
- Obtain permission before photographing, publishing, or distributing confidential documents or personal information.
- Refer media enquiries or requests for official comments to an authorised Society representative.

Communication and social media

- Communicate respectfully in person, in writing and online.
- Publish material about the Society and its volunteers, members, exhibitors, judges, sponsors, and patrons that is accurate, respectful, appropriate and authorised, while protecting confidential information.
- Make it clear when expressing a personal opinion that they are not speaking on behalf of the Society.
- Raise concerns through the appropriate internal process.

4. Conflicts of interest

A volunteer must disclose any personal, family, financial or other interest that could influence - or reasonably appear to influence - the performance of their duties.

The Society may manage a conflict by:

- Recording the disclosure.
- Changing the volunteer's duties.
- Requiring the volunteer to withdraw from the discussion or decision.
- Taking another reasonable action to protect the fairness and integrity of the activity.

5. Breaches of this Code

Where a volunteer may have breached this Code, the Society may:

- Discuss the concern informally.
- Provide guidance, additional training, or a formal warning.
- Change or restrict the person's volunteer duties.
- Direct the person to leave an activity or event.
- Suspend or end their volunteer involvement.

- Refer serious matters to police, emergency services, or other appropriate authority.
- Any action taken will consider the seriousness of the conduct, immediate safety risks, procedural fairness, and any previous relevant concerns.

6. Acknowledgement

By volunteering with the Malanda Show Society, volunteers agree to comply with this Code and all reasonable policies, procedures and directions applying to their role.

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