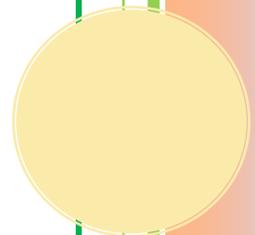


ORGANISATIONAL CODE OF ETHICS



Approved & implemented by the ACA Committee:
11/11/2019



ORGANISATIONAL CODE OF ETHICS

This Code of Conduct was developed by the Committee of Animal Care Australia in October 2019 and approved by Committee on the 11th November 2019.

The Code applies to all ACA Member Organisations, ACA Supporters (individual members), Honorary Members, Volunteers and Guests (hereafter collectively referred to as ACA's Community).

ACA's Community are expected to comply with the letter, spirit and intent of the ACA Constitution, By Laws, Code of Ethics, Policies and relevant State legislation.

Those who are unsure of their obligations should contact a member of the ACA Committee for clarification.

Breaches of this code may result in disciplinary action, up to and including cancellation of membership.

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ANIMAL WELFARE

- Animal welfare must always be paramount
- ACA's Community agree to abide by all relevant Welfare Codes Of Practice and related legislation within their State or Territory
- At all stages, during handling, preparation, training, breeding, competition and demonstration of animals, welfare must take precedence over all other demands
- ACA's Community will treat their animals with respect and dignity at all times, and be positive examples to the animal hobbyist community at large
- Animals must be healthy, fit and emotionally sound to a sufficient standard to participate in the activities expected of them
- Animals should be properly prepared and educated to a sufficient standard, for the specific demands of the activities they are participating in
- Every effort must be made to ensure animals receive proper and humane treatment throughout their lives, beyond the limits of their working life or 'usefulness'
- All animals under care by ACA's Community will enjoy the five freedoms of animal welfare:
 - Freedom from hunger and thirst
 - Freedom from discomfort
 - Freedom from pain, injury and disease
 - Freedom to express normal behaviours
 - Freedom from fear and distress

INTEGRITY

- Always act with honesty, objectivity, openness and courage of conviction
- Act ethically and avoid actions that bring ACA into disrepute
- Respect the privacy of ACA's Community where it is appropriate to do so
- Do not participate in fraudulent, or corrupt conduct
- Do not engage in slander, bullying, prejudice or harassment in any form, including the use of social media
- Do not make decisions for personal or commercial gain at the expense of ACA or its Community or participate in activities where there is a conflict of interest
- Promote and encourage Animal Care Australia's 'Responsible Breeders Policy' within ACA's Community and the broader community (see pg 4)

- Take personal responsibility for your actions and conduct
- Take personal responsibility for the actions and conduct of the animals within your care
- Report any incidents or concerns to any member of the ACA Committee

RESPECT DIVERSITY

- Help contribute to an association that actively encourages and promotes co-operation, trust and support amongst its Community free from prejudice, victimisation, harassment and bullying
- Respect the rich diversity available within the animal hobbyist community and embrace the differing levels of ideology, focus and approach on offer
- Understand and agree to ACA's Anti-Discrimination Policy by treating ACA's Community equally, fair and courteously, regardless of their Race, Colour, Gender, Religion, Disability, Sexual Orientation, Pregnancy or Age

CELEBRATE SUCCESS

- Actively work with ACA's Community towards our shared goals and pursuits
- Celebrate the successes and achievements of ACA's Community
- Focus on the recreational enjoyment and fun we all gain from our animals, our chosen sports, hobbies and pursuits

The ACA Committee is dedicated to this Code of Ethics, and undertakes to lead by example.

RESPONSIBLE BREEDERS POLICY

This Policy was approved & adopted on: 11th November 2019

A Responsible Breeder is responsible for the healthy wellbeing & upbringing of their pets by following best practices, animal welfare standards and providing a healthy diet.

Animal Care Australia (ACA) believes that non-pedigree breeders should follow the same level of care and consideration, as those of pedigree breeders. ACA supports a positive approach to all hybrid & genetically diverse and purebred pets.

Dedicated breeders should become relative experts in many areas if they wish to produce sound and healthy pets. These areas include:

- Feeding and nutrition
- Housing and enclosure requirements
- Husbandry and cleanliness
- Breeding requirements of their species
- Basic genetics
- Disease control and understanding of health requirements, including hereditary problems within the breed/species.

Responsible Breeders:

- Generally plan ahead and aim to find good homes for the animals they breed
- Provide a high standard of care and living conditions for all of their animals
- Are genuinely concerned about the welfare of their animals for their entire lives
- Are open to questions and are willing to provide some background or history of the animals, including support and information about the upkeep to potential new owners
- Make sure the buyer will suit the animal and the animal will suit the buyer
- Breed to produce happy and healthy pets
- Meet all necessary legislations and guidelines within their State/Territory.

Healthy, animals that are sound in temperament and body are the aim of all responsible breeders. The more we know of all the factors affecting our breeding stock before breeding, the better equipped we will be to find

solutions to potential problems. Responsible owners and breeder will make honest attempts to decrease the incidence of any problems.

What is a sound temperament and body?

For physical soundness, is the animal able to cope with the demands of ordinary life? Does it have a good temperament or mental soundness?

Different temperaments are required for different animals and areas of activity. Some pets are more suited in larger families with children whilst others are more suited to owners living alone. Some animals require a high exercise regime while others are more suited to quieter living.

Before considering breeding, you should always:

- Assess the strength of the animal, its genetic make-up, etc
- Check your capacity to look-after and house any young until new and suitable homes can found
- Check if there is actually a need for those animals (a shortage of that species or an over-abundance)
- Ensure the animals involved are of an appropriate age and haven't been over-breeding in the one season. Females of every species should only produce a certain number of young per season. It is vital that females be allowed to recover and have breaks from pregnancy. Check Codes of Practice or best practice with Societies & Clubs. This will help maintain a healthy animal that will then produce healthy young.

ANTI-DISCRIMINATION & HARASSMENT POLICY

Approved and adopted 12th September 2019

Animal Care Australia is committed to ensuring that our environment is free from discrimination and harassment.

Discrimination and harassment will not be tolerated under any circumstances and disciplinary action will be taken against any member or supporter who breaches this policy.

Discrimination and harassment occurs when a person is victimised on the basis of, but not limited to, the following criteria: Race, Colour, Gender, Religion, Disability, Sexual Orientation, Pregnancy or Age and shall include exposure to racial or ethnic jokes, offensive profanity, intimidating behaviour and exposure to unwanted sexual flirtations.

Animal Care Australia strives to achieve an environment where all members and visitors are treated with dignity, courtesy and respect.

Complaints may be lodged with any standing Committee member and will be investigated based on the principals of natural justice. All complaints shall be treated in a sensitive, fair, timely and confidential manner and complainants shall be guaranteed protection from any victimisation or reprisals. It is an important fundamental aspect of this policy that the reporting of behaviour in breach of policy is encouraged in order to correct and promote appropriate standards of conduct at all times