

CODE OF CONDUCT

of the

American Polish Lowland Sheepdog Association, Inc.

(adopted March 25,2013)

Introduction:

This Code of Conduct has been developed to spell out the American **Polish Lowland Sheepdog Association, Inc.** expectations for all those taking part in or attending meeting or events under its jurisdiction, or any place the association is represented, along with general guidelines on the use of social media.

Why do we need this Code?

We are all under intense scrutiny in terms of the pedigree dog world and dog breeding. The advice and guidance offered in this document are not meant to penalize or cause difficulty but are there for the protection of all of us and particularly the dog – unity and co-operation is therefore vital.

What we expect from you:

All members should conduct themselves in a professional, polite, and congenial manner any APLSA meeting and/or gathering. Behavior reported as inappropriate may be referred to the Discipline Committee for disciplinary action under Article VI of the American Polish Lowland Sheepdog Association, Inc., Constitution and Bylaws.

The APLSA expects all members to conduct themselves in a responsible manner and to ensure that their dogs are properly taken care of throughout the period of any event and do not become a nuisance to other dogs or to other attendees. Below are expectations which should be followed. These are not exhaustive and should be read in conjunction with relevant regulations as listed in the APLSA Code of Ethics. A breach of these provisions may be referred to the Discipline Committee for disciplinary action under Article VI of the American Polish Lowland Sheepdog Association, Inc., Constitution and By Laws.

People:

- **Conduct** - participants have a duty both to their dogs and to others to make events friendly and welcoming, and are expected to be co-operative and above all create a safe environment for all to enjoy their time at events.
- **Sportsmanship**--participants should conduct themselves at all times in an appropriate fashion and should display good manners and respect towards other participants, show officials and to the judges, as well as toward other spectators present.

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•**Judge Communication**-- Any verbal communication with a judge should take place after judging has taken place and must be conducted in a polite and professional manner.

Code of Conduct:

1. Personal attacks, swearing, and being out of order or other abusive behavior towards another member during any APLSA meeting is simply not acceptable.
2. Abusive or aggressive behavior towards anyone at the show or any event – including the judge, spectators, other participants, show management or other officials – will not be tolerated under any circumstances (further information appears later in this publication regarding harassment).
3. Do not interfere with any dog while it is being judged.
4. Mobile phones should be silenced while exhibiting or while a dog is under test.
5. If you have children, do not allow them to touch any dogs unless you have the permission of the owner for them to do so. Be aware of where your children are, and what they are doing, at all times. Take special care around benching areas where dogs may react to an unexpected approach.

Dogs:

1. All dogs must adhere to the rules of events.
2. Owners must be in complete control of their dog at all times.
3. Dogs must never be left unattended.
4. Proper care of the dog(s) should be undertaken for weather conditions at all times.

Harassment:

A Zero Tolerance Approach:

No-one should be subject to intimidation or made to feel alarmed or distressed or put in fear of reprisal. Harassment is a criminal offense. To that end the APLSA adopts a zero tolerance towards all type of harassment activity. Harassment may be defined as causing alarm, distress and anxiety and fear of physical violence or other threat, offensive statements, verbal abuse and threats.

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Conduct may include speech, obstruction and so on. As such conduct may involve a criminal offense the police may be involved and it may be that the APLSA will defer any action pending the outcome of such investigation and/or prosecution.

It goes without saying that the APLSA expects courtesy and co-operation to be shown towards all staff and organizers at any event. While the pressures and tensions which arise at the competitive level are understood, any aggression or abuse towards those who are simply undertaking their jobs for the benefit and interest of the exhibitor/competitor and the audience and, ultimately the dog itself, cannot be tolerated.

Use of Social Media:

Overview:

The rapid growth of social media technologies combined with their ease of use and pervasiveness make them attractive channels of communication. However, these tools also hold the possibility of a host of unintended consequences. To help you identify and avoid potential issues we have provided some examples of best practices which are intended to help you understand, from a wide range of perspectives, the implications of participation in social media.

General Guidelines:

Maintain Privacy

Do not post confidential or proprietary information. Do not discuss a situation involving named or pictured individuals on a social media site without their permission. As a guideline, do not post anything that you would not present in any public forum. Ask yourself, would I want to see this published in the newspaper or posted on a billboard tomorrow or ten years from now?

Does it Pass the Publicity Test

If the content of your message would not be acceptable for face-to-face conversation, over the telephone, or in another medium, it will not be acceptable for a social networking site.

Think Before You Post

There's no such thing as a "private" social media site. Search engines can turn up posts and pictures years after the publication date. Comments can be forwarded or copied. Archival systems save information even if you delete a post. If you feel angry or passionate about a subject, it's wise to delay posting until you are calm and clear-headed.

Understand Your Personal Responsibility

You are personally responsible for the content you publish on blogs or any other form of user-generated content. Be mindful that what you publish will be public for a long time—protect your privacy.

Use of Social Media:

Be Aware of Liability

You are responsible for what you post on your own site and on the sites of others. Individual bloggers have been held liable for commentary deemed to be copyright infringement, defamatory, proprietary, libelous, or obscene (as defined by the courts). Be sure that what you post today will not come back to haunt you.

Be Accurate

Make sure that you have all the facts before you post. It's better to verify information with a source first than to have to post a correction or retraction later.

Correct Mistakes

If you make a mistake, admit it. Be upfront and be quick with your correction. If you're posting to a blog or any e-list you may choose to modify an earlier post — just make it clear that you have done so.

Respect Others

You are more likely to achieve your goals or sway others to your beliefs if you are constructive and respectful while discussing a bad experience or disagreeing with a concept or person.

Respect Your Audience

Don't use personal insults, obscenity; also show proper consideration for others' privacy and for topics that may be considered sensitive. Users are free to discuss topics and disagree with one another, but be respectful of others' opinions. You are more likely to achieve your goals if you are constructive and respectful while discussing a bad experience or disagreeing with a concept or person.

Take the High Ground

Remember that you're most likely to build a high-quality following if you discuss ideas and situations civilly. Don't pick fights online. Don't pick fights anywhere. Just walk away.

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Enforcement:

By initializing on the applicaion this Code of Conduct and the Code of Ethics, I/we acknowledge that I/we understand and agree with the mission of the American Polish Lowland Sheepdog Association/ALPSA and that I/we will do my/our best to promote the best interests of the Polish Lowland Sheepdog/PON and the APLSA. Furthermore, I/we will conduct myself/ourselves in a manner of good sportsmanship at conformation, companion and performance events, so as to reflect positively on the sport of purebred dogs. I/we understand that violation of this Code of Conduct and the Code of Ethics can subject me/us to the disciplinary process provided by the APLSA Constitution and Bylaws.

*****Just a reminder that you need to initial that you agree to this Code of Conduct on your application!*****

-----*Below this line Board use only*-----

Date accepted by the Board _____

Notes: