



# **AUSTRALIAN JOCKEYS' CODE OF CONDUCT**

**February 2008**

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# **AUSTRALIAN JOCKEYS CODE OF CONDUCT**

## **1. INTRODUCTION**

### **1.1 *Commitment and consultation***

The Australian Jockeys' Association ("AJA") represents Licensed Jockeys riding in thoroughbred races organised by the Principle Racing Authority ("PRA") and Racing Clubs in Australia. The AJA and its members are committed to promoting the positive image of racing by their professional and proper conduct.

With these aims in mind, the AJA has agreed to formulate this Code of Conduct ("the Code") for Licensed Australian Jockeys.

### **1.2 *Purpose***

The Code seeks to promote and strengthen the good reputation of racing in Australia and establish appropriate standards of behaviour for all Jockeys. The primary focus of the Code is to educate Licensed Jockeys on the importance of maintaining appropriate standards and to provide further education, counselling and other assistance to Jockeys whose conduct does not conform to the appropriate standards.

Subject to any obligations set out within this Code, a Licensed Jockey is entitled to have their privacy including that of his/her family and friends respected whenever possible.

Where a Licensed Jockeys conduct attracts some form of discipline under this Code, it is the intention that the Executive of that AJA state branch (or their appointees) have regard to the desire to impose Alternative Sanctions rather than monetary forfeitures wherever practicable.

### **1.3 Aims and objectives of the Code**

- Licensed Jockeys should be professional in all matters connected to the racing industry in Australia.
- To observe and abide by the Rules of Racing.
- To promote the Australian thoroughbred racing industry and avoid conduct that could bring it into disrepute.
- To respect and co-operate with PRA and Racing Club Officials.
- Abstain from betting on any thoroughbred racing in Australia or overseas, to avoid doubt this includes indirect betting.
- Observe the principle of *'fair play'* when riding.
- Endeavour to act in the best interests of the Owner, Trainer and connections.
- Ride every race on its own merits, keeping in mind the principles of initiative, judgement, the principle of finishing with as high a placing as possible and the best interest of the connections.
- Endeavour to observe the riding instructions given by connections.
- Use their best endeavour to attend presentations wearing colours of the winning connections.
- To observe relevant legislation in regards to discrimination.
- Endeavour to report hazards as they arise to the AJA state branch or racing club management.
- To encourage and if asked mentor other Licensed Jockeys.
- To treat a racing club/racecourse as a workplace.
- To maintain, protect and promote the brand and reputation of the AJA and racing, e.g. media requests.
- To promote and support the AJA, other Jockey Association's, and its sponsors including but not limited to the wearing of riding breeches in fulfilling those commitments.
- Promote and support the National Jockeys' Trust.

## **1.4 Definitions**

- **Licensed jockey** means a person licensed by Principal Racing Authority to ride for hire, to avoid doubt this will include apprentices.
- **Principal Racing Authority** means a body, statutory or otherwise, that has the control and general supervision of racing within a State of Territory and is a body recognised by the Australian Racing Board.
- **AJA state branch** means a body incorporated and affiliated under the rules of the Australian Jockeys' Association.

## **2. JOCKEY RESPONSIBILITIES**

### **2.1 Behaviour**

Licensed Jockeys aspire to the highest standards of sportsmanship and professional conduct.

Licensed Jockeys must conduct themselves in a manner so as not to bring racing or Jockeys images into disrepute.

This clause applies to a Licensed Jockey's behaviour which:

- (i) occurs during the course of any race, training session, PRA accredited function, including travelling to and from such employment related commitments; or
- (ii) involves public comment or comments made to the media; or
- (iii) directly impacts in a material way upon the Jockey's ability to perform their duties or impacts upon the reputation of racing or jockeys in general.

The Jockeys understand the obligations upon them as expressly stated in this clause 2.1, however, the AJA also recognise that Jockeys may be subject to significantly greater intrusion into their private lives than the average person. This notion should be respected when assessing a Jockey's conduct and the circumstances surrounding any potential breach of the Code.

## **2.2 Fitness**

Licensed Jockeys must present themselves at all race meetings, training sessions and other related activities in an acceptable state of fitness.

## **2.3 Attendance and apparel**

Licensed Jockeys must present themselves at a race meeting in attire appropriate to the dress standards set by the racing club.

Licensed Jockeys must wear the appropriate apparel as directed by the AJA for the purposes of fulfilling sponsorship obligations.

## **2.4 Property**

Licensed Jockeys must show due regard for the property and facilities of racing clubs, PRA and staff of those bodies and the property, facilities and staff of other providers (including medical personnel) which a Jockey may utilise or come into contact with during a race meeting.

Where a Licensed Jockey breaches this provision, they may be required to pay the relevant person or body an amount equivalent to the cost of repairing or replacing the damage the Jockey caused to the property an/or facility.

## **3. THE RULES OF RACING AND PRA POLICIES**

It is noted that other obligations are imposed upon Licensed Jockeys under the Rules of Racing and Policies and examples of such obligations can be viewed by contacting the AJA state branch.

## **4. DISCIPLINE**

### **4.1 Minor Breaches**

- (a) Except where clause 4.2 applies, where a Licensed Jockey's conduct breaches a provision of this Code the disciplinary action to be taken shall be determined by the Executive of the AJA state branch (or appointees)

Examples of conduct which should be dealt with under this provision include but are not limited to:

- (i) being late for or failing to attend race meetings;
  - (ii) missing a function or promotional appearance on behalf of the AJA;
  - (iii) wearing incorrect apparel;
  - (iv) failing to meet professional standards set by peers;
  - (v) failing to comply with reasonable media appearances; and
  - (vi) other conduct of a similar nature or having similar effect.
- (b) In determining the disciplinary action to be taken under the Code, the AJA state branch Executive shall take into account the following matters:
- (i) the seriousness of the breach;
  - (ii) whether the offence has been repeated by the Licensed Jockey; and
  - (iii) the appropriateness of Alternative Sanctions (as defined in clause 9) to monetary forfeitures.
- (c) Where monetary forfeitures are imposed, the amount of the forfeiture shall be no greater than:
- (i) 1<sup>st</sup> breach                      Forfeiture of up to \$200
  - (ii) Other breaches              Forfeiture of up to \$500

All money forfeitures shall be paid directly to the National Jockeys' Trust, in accordance with a timeframe to be determined the Executive of the AJA state branch.

## **4.2 Serious or Persistent Breaches**

- (a) Where a breach/es of a provision/s of the Code involves:
- (i) a serious breach of the provisions of the Code;
  - (ii) persistent failures by a Licensed Jockey to adhere to the provisions of this Code; or
  - (iii) public conduct by a Licensed Jockey that brings PRA, the AJA or the racing industry into disrepute;
- the disciplinary action to be taken by the AJA state branch Executive shall be determined by the people elected by Licensed Jockey's.
- (b) In determining the disciplinary action to be taken under the Code, the AJA state branch Executive shall take into account the following matters:
- (i) the seriousness of the breach;
  - (ii) the extent to which the Licensed Jockey's breach brings Racing or the AJA into disrepute;
  - (iii) the Licensed Jockey's role in the events that led to the breach and any mitigating circumstances (if any);
  - (iv) whether the offence is part of a persistent course of conduct by the Licensed Jockey;
  - (v) the income of the Licensed Jockey; and
  - (vi) whether the Licensed Jockey has received any other form of sanction for the conduct.
- (c) Where monetary forfeitures are imposed by the AJA state branch, the amount of the forfeiture shall be for:
- (i) 1<sup>st</sup> breach                      Forfeiture of up to 3% of the Licensed Jockey's wage as calculated over the previous 12 months; and
  - (ii) Other breaches                Forfeiture ranging from 2% to 6% of the Licensed Jockey's wage as calculated over the previous 12 months.

### **4.3 Forfeitures**

- (a) The amounts that may be forfeited by a Licensed Jockey are not cumulative. That is, a single act by a Licensed Jockey may breach several clauses of this Code, but the forfeiture of monetary amounts must be no more than the highest single, applicable maximum.
- (b) Where a Licensed Jockey forfeits monetary amounts for breach of this Code, the amount of the monetary forfeiture shall be distributed wholly to the National Jockeys Trust.
- (c) Failure to comply with an order of forfeiture will be referred to the national Executive of the AJA.

## **5. DISPUTE RESOLUTION PROCEDURE**

- (a) Before seeking formal review as provided in sub-clause (b) below, the AJA state branch Executive must undertake to fully investigate, consider and, if so requested by the relevant Licensed Jockey, review its decision to impose a disciplinary measure on a Licensed Jockey for breach of this Code.
- (b) If such informal review fails to satisfactorily resolve the Licensed Jockey's dispute, the relevant Licensed jockey may formally appeal (within 72 hours from the date of the AJA state branch Executive's decision to impose a disciplinary measure) to a Dispute Resolution Panel.
- (c) The Dispute Resolution Panel shall consist of the Executive Officer of the AJA state branch Executive (or their appointee), a riding Director of the AJA state branch (or their appointee), a non-riding Director of the AJA state branch (or their appointee), and a person nominated by the AJA state branch with a legal expertise in dispute resolution.
- (d) The Dispute Resolution Panel will write to the chief steward in the PRA inviting them or their appointee to observe proceedings.

- (e) The Dispute Resolution Panel must conduct a fresh investigation of the alleged breach by the relevant Licensed Jockey and form its own view about the appropriate disciplinary measure, if any, to be taken. Its decision must be made within 72 hours from the date when the relevant Licensed Jockey first instituted his appeal and must be communicated in writing to the Licensed Jockey.
- (f) The decision of the Dispute Resolution Panel shall be final and binding on the relevant Licensed Jockey.
- (g) The time limits set out in this clause may be extended by agreement between the Licensed Jockey and AJA state branch Executive.
- (h) With the exception of writing to the head steward with the PRA where the incident concerned all findings will remain confidential.

## **6. CONFIDENTIALITY OF CODE MATTERS**

The AJA state branch Executive and the Licensed Jockey(s) must use their best endeavours to ensure that any matters arising out of or relating to alleged conduct of a Licensed Jockey in breach of this Code (including but not limited to details of any sanction imposed, unless otherwise mutually agreed between the AJA state branch Executive and Licensed Jockey) shall remain confidential and are not disclosed to any third party unless expressly agreed to by both the AJA state branch Executive and Licensed Jockey concerned.