



# MISSION STATEMENT

Independent Riders Australia PTY LTD A.C.N. 606 088 251 Independent Riders is not a club. We are a group of people who believe in the enjoyment and freedom obtained through motorcycle riding without the restrictions imposed on them through membership of clubs or associations.

Independent Riders have a charitable focus but as true 'Independents' we are not affiliated with any group, nor do we have a President, Secretary or other similar position, the opinion of each person is considered equal. We believe in community and working with other like minded organisation's, be that sharing of resources, skills or partnerships with a community focus.

# CODE OF CONDUCT

## 1. Our Community

The primary focus of Independent Riders is our community.

## 2. Equity

- a) The practice of Independent Riders Australia and all it's associated subsidiaries will be non-discriminatory.
- b) All people; regardless of race, gender, religion, disability, or sexual orientation, under Human Rights and Equal Opportunity legislation have the right to be treated in a fair and appropriate manner.
- c) This impacts directly on how volunteers from Independent Riders approach people in our community.
- d) Regardless of our volunteers personal beliefs, any person having contact with Independent Riders Australia has the right to be treated fairly and with respect.
- e) If a volunteer from Independent Riders or any associated subsidiaries is unable to detach their personal beliefs from the situation, they have the responsibility to ensure the person is referred to a volunteer that is able to deal with their needs in a non-discriminatory and sensitive manner.
- f) The focus here is responding to the person's need in the best possible way.

## 3. Collaboration

We believe in community and working with other like minded organisation's, be that sharing of resources, skills or partnerships with a community focus.

## 4. Duty of Care

- a) All of our volunteers must avoid exposing those we help to the likelihood of further harm or injury.
- b) "Duty of Care" recognises that sometimes we can do more harm than good by intervening in a situation: that intervention carries some risk with it.
- c) We can get a bit fired up with our passion to help people, or to get things moving, or to use the skills and resources we have at our disposal, and it might not actually be the best thing.
- d) Our volunteers will never conduct any Independent Rider business alone with those under the age of 18 in order to protect both the young person and the volunteer.
- e) Volunteers will never conduct our business under the influence of drugs or alcohol.

Initials - Signatory

Witness



**5. Transparency**

The contract established with the young person, and the resulting relationship, will be open and truthful. The interests of other stakeholders will not be hidden from them.

**6. Confidentiality**

- a) Information provided by those we assist will not be used against them, nor will it be shared with others.
- b) Our volunteers and those we assist should be made aware of the contextual limits to confidentiality and where required, their permission sought for disclosure.
- c) Until this happens, the presumption of confidentiality must apply.

**7. Cooperation**

- a) Our volunteers will seek to cooperate with others as well as share ideas and resources in order to secure the best possible outcomes for those we are tasked to help.
- b) Working in deliberate isolation increases the risk of dependency-based relationships and denies young people the right to choice and an equitable share of available resources.

**8. Self-awareness**

- a) Our volunteers need to be conscious of their own values and interests, and approach difference in those with whom we work with humility.
- b) Respect and dignity are crucial to being able to accept these differences between self and those whom we support in our community, while recognising that universally accepted concepts of human rights cannot be compromised in doing so.

**9. Boundaries**

- a) The volunteers relationship is a professional relationship, intentionally designed to allow the volunteer to take ownership of their position, but understand the importance within our community.
- b) Volunteers will maintain the integrity of these limits, and will always be aware of their boundaries.

**10. Integrity**

- a) Volunteers believe in our supportive and leadership role within our community and will never bringing the organisation into disrepute.
- b) Volunteers will respect the strengths and diversity of roles other than their own.

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*In seeking and accepting our role within our community I have read and fully understand the Code of Conduct and Rules of Independent Riders Australia PTY LTD A.C.N. 606 088 251.*

*I hereby agree to act at all times in the best interests of the community we are supporting and to abide by this Code of Conduct. I understand that any breach of the above Code of Conduct will directly result in a review of further participation within our organisation.*

Signed: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

*A copy of this signed Code of Conduct will be emailed to the volunteer within 7 days.*

Witnessed by

Signed: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_

Initials - Signatory

Witness